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Alberta Apprenticeship
and Industry Training Board

2006-2007 Annual Report

Managing Growth and Building for Tomorrow

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November 2007

Honourable Doug Horner
Minister of Advanced Education and Technology
#324 Legislature Building
10800 - 97 Avenue
Edmonton, Alberta T5K 2B6

Dear Minister Horner:

I am pleased to provide you with the 15th Annual Report of the Alberta Apprenticeship and Industry Training Board. This report covers the board's operations and achievements for the period April 1, 2006 to March 31, 2007. It also presents a statistical overview of the Alberta apprenticeship and industry training system.

Respectfully submitted,

Brian Bickley
Chair

Contents

Message from the Board Chair	3
Apprenticeship At A Glance	4
Statistics At A Glance – 2006	5
Vision, Mission, Principles	6
Introduction	7
Encouraging More Employers to Hire and Train Apprentices	8
Increasing Access to Training and Certification	11
Maintaining Standards While Adapting to Changes in the Workplace	21
Enhancing the Image of the Trades	26
Looking Forward	30
Appendices	31
About the Board	32
About the System	33
Board Member Profiles	35
Commonly Used Terms	42
Statistical Profiles	45
Award and Scholarship Recipients	71

Message from the Board Chair

This past year has been a challenging one given Alberta's robust economic environment. I am proud to report that the Alberta Apprenticeship and Industry Training Board responded to the growth in industry while working to build a sustainable apprenticeship and industry training system for the future.

The board's vision is to have highly skilled and trained people in designated trades and occupations who meet the needs of industry and society. The board's business plan is in place to help accomplish this vision.

Working with our partners in industry, the board was very successful over the past year as it acted on strategies in the business plan. We have addressed pressures resulting from an aging workforce, changing technology and skill requirements and greater competition for skilled journeypersons. We reached out to Aboriginal people, women, youth, their parents and educators, using new approaches to enhance the image of the trades as an excellent career option.

We made significant progress on other key initiatives this year, which included the designation of new trades and occupations, research on key issues such as completion rates, issues related to the recognition of credentials of skilled workers from other jurisdictions and increasing the availability of apprenticeship technical training in rural Alberta.

In the months ahead, the board will continue to listen to and address the needs of industry. We will also continue to assist industry in meeting the increasing demand for skilled workers.

I want to thank the Minister, industry, post-secondary institutions and the staff of Advanced Education and Technology for their support throughout the year.

Sincerely,

Brian Bickley
Chair

Apprenticeship at a Glance

- On March 31, 2007, Alberta had 51 designated trades and seven designated occupations.
- Apprenticeship programs in most of the designated trades are three to four years in length.
- Approximately 80 per cent of an apprentice's time is spent on the job under the guidance of a certified journeyperson or qualified tradesperson. The other 20 per cent is spent on technical training provided at, or through, a post-secondary institution – usually a college or technical institute.
- Apprenticeship begins with finding an employer. Employers hire apprentices, pay their wages and provide on-the-job training supervised by a certified journeyperson or qualified tradesperson.
- Most apprentices are eligible for employment insurance while attending technical training. Apprentices who demonstrate financial need may qualify for a grant while attending technical training.
- The most common age for Alberta apprentices to register in their first trade is 19.
- High school students can become apprentices through the Registered Apprenticeship Program (RAP). In RAP, students earn an income and hours of on-the-job training and work experience as credit toward both an apprenticeship program and a high school diploma.
- To date, more than $1.6 million has been awarded to Alberta apprentices through the Alberta Apprenticeship and Industry Training Board Family of Scholarships.
- Alberta's apprenticeship and industry training system relies on a network of more than 160 trade and occupational committees made up of approximately 750 individual industry representatives. These committees are composed of equal numbers of employers and employees.
- Technical training is often delivered as 'block release' training, in which the apprentice spends a block of time (generally eight weeks per year) in classroom training. Technical training is offered in other formats in some trades, including competency-based apprenticeship training (CBAT), distance delivery, weekly apprenticeship training system (WATS) and mobile delivery.
- Although Alberta has only 10 per cent of Canada's labour force, it trains more than 20 per cent of the country's apprentices.
- Alberta recognizes apprentices from other jurisdictions at the same level in their apprenticeship program as their home jurisdiction.
- Alberta welcomes tradespeople from other jurisdictions who hold an Interprovincial Standards Red Seal.
- Alberta has produced more tradespeople with an Interprovincial Standards Red Seal than any other jurisdiction in Canada.

Statistics at a Glance – 2006

- As of December 31, 2006, there were 59,666 registered apprentices in Alberta.
- Apprenticeship registrations have increased by 141 per cent since 1996, and 47 per cent in the last two years.
- In 2006, 23,954 new apprentices registered. Between 2001 and 2005, the average number of new apprentices registered was 13,887.
- As of December 31, 2006, more than 1,200 Aboriginal people were registered in Alberta as apprentices.
- More than 1,700 high school students were registered in RAP as of December 31, 2006.
- RAP students are employed at approximately 1,000 employer sites.
- Over 2,500 apprentices who started RAP in high school are currently continuing in a regular apprenticeship program.
- In 2006, apprentices were trained at more than 13,500 employer sites around Alberta.
- In the 2006-07 school year, more than 1,200 apprenticeship technical training classes were offered.
- In 2006, 8,860 individuals were certified in Alberta's 58 designated trades and occupations.
- According to a 2006 survey of employers, overall satisfaction with Alberta's apprenticeship and industry training system remained high with 87 per cent of respondents expressing satisfaction with the system.
- The majority of employers who participated in the 2006 employer survey expressed satisfaction with:
    - the skills of certified journeypersons (95%),
    - apprenticeship technical training (86%), and
    - the effectiveness of on-the-job training (96%).
- The majority of graduates who participated in the 2005 apprenticeship graduate survey expressed satisfaction with:
    - the overall quality of on-the-job training (91%),
    - the overall quality of their technical training (93%), and
    - their experience with the apprenticeship program – in retrospect, 96 per cent would still have chosen to become an apprentice.
- Advanced Education and Technology staff completed more than 15,600 shop registrations through employer site visits in 2006. These site visits provide an opportunity to promote apprenticeship and industry training programs, to work with employers and apprentices to ensure the successful completion of apprenticeship training, and to ensure compliance with the *Apprenticeship and Industry Training Act*.

Vision, Mission, Principles

The Alberta Apprenticeship and Industry Training Board – *Back row from left:* Michael Atkin, Hal Williams, Jeffrey Norris, Gerald Clark, Rod Moore, Raymond Massey, Jim Hill. *Front row from left:* Les LaRocque, Ray Jeffery, Shirley Dul (Assistant Deputy Minister), Brian Bickley (Chair), Silvana Poplawski, Don Bunch. *Missing from photo:* John Bond

Vision

Highly skilled and trained people in designated trades and occupations meeting the needs of industry and society.

Mission

To establish and maintain high quality training and certification standards in the apprenticeship and industry training system, and to promote training in the trades as an integral part of the advanced learning system.

Principles

Accessible	Individuals wishing to pursue a career in the designated trades and occupations have access to apprenticeship and industry training.
Funded by all	Apprentices, trainees, employers and government contribute to the financial cost of training.
Industry-driven	Industry is responsible for setting training and certification criteria and standards, and for providing on-the-job training and work experience.
Supported by government	Government, with advice from industry, has a role in regulating apprenticeship training and helping individuals acquire the skills needed to work in designated trades and occupations.
Collaborative	Apprenticeship and industry training is based on effective partnerships among stakeholders.
Integrated	Apprenticeship is one option within the advanced learning system and part of lifelong learning.

Introduction

The vision of the Alberta Apprenticeship and Industry Training Board is to have highly skilled and trained people in designated trades and occupations meeting the needs of industry and society.

There are a number of challenges and opportunities to meet while working toward this vision. The economic progress of Alberta and its competitive role in the global market is supported by its highly skilled workforce. Alberta's economy is expected to continue to be one of the strongest in the country. Alberta consistently has one of the lowest provincial unemployment rates in Canada and there is strong demand for skilled tradespeople within the province.

Canadian employers in many industries and regions raise concerns about the shortages of skilled workers in the trades. The Conference Board of Canada estimates a shortage of one million workers in the trades and related occupations within 20 years.

In addition, work is becoming more knowledge and skills-based. Technology is changing the skills and competencies required of workers in many trades and occupations.

Alberta's strong economy has contributed to an increase in the number of individuals coming to the province to work, either temporarily or permanently. Alberta welcomes these workers. For those who do not hold an Interprovincial Standards Red Seal or a recognized certificate, the process for assessing the prior work experience, knowledge and skills needs to be fair and efficient.

When making a choice about post-secondary education, some young Albertans are more inclined to look toward a university, college or technical institute education rather than apprenticeship. Youth, their parents, teachers and counsellors have to be made more aware of the opportunities and rewards associated with a trade or occupational certificate.

"With the current shortage of skilled workers in the industry, apprenticeship programs help to ensure a viable and stable workforce for many years to come."

Randy Phillips, Area Manager, Calgary Region, ACE Construction Inc.
Apprenticeship Update,
Spring/Summer 2007

To respond to these challenges and opportunities, the board acted on the four strategies set out in its 2006-2009 Business Plan:

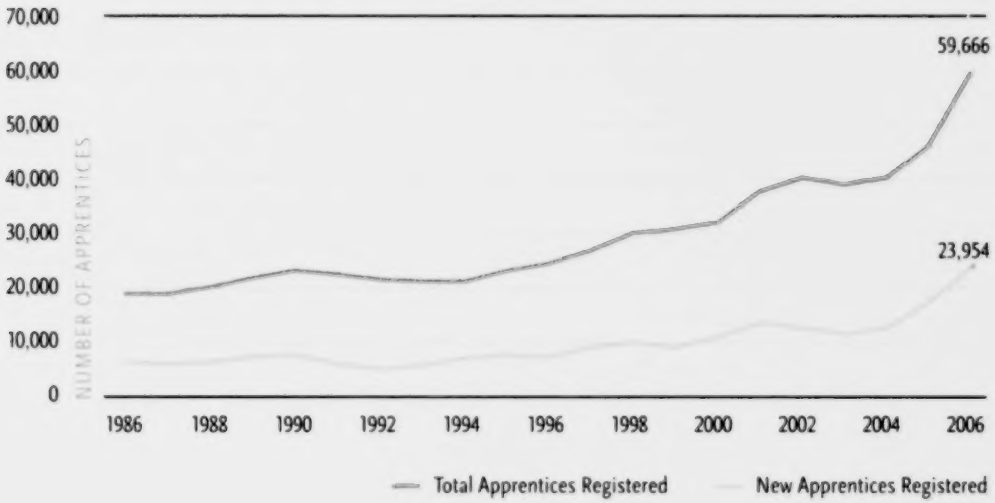
1. encouraging more employers to hire and train apprentices;
2. increasing access to training and certification;
3. maintaining standards while adapting to changes in the workplace;
4. enhancing the image of the trades.

Encouraging More Employers to Hire and Train Apprentices

With the strong support of industry, Alberta is a national leader in apprenticeship and industry training. This past year, a record number of apprentices were registered in the province.

Apprentices Registered by Year[1] 1986-2006

In the past ten years the total number of registered apprentices in Alberta has increased 141 per cent.



Source: Alberta Advanced Education and Technology.
Note 1: This graph represents statistics covering the calendar year (January to December).

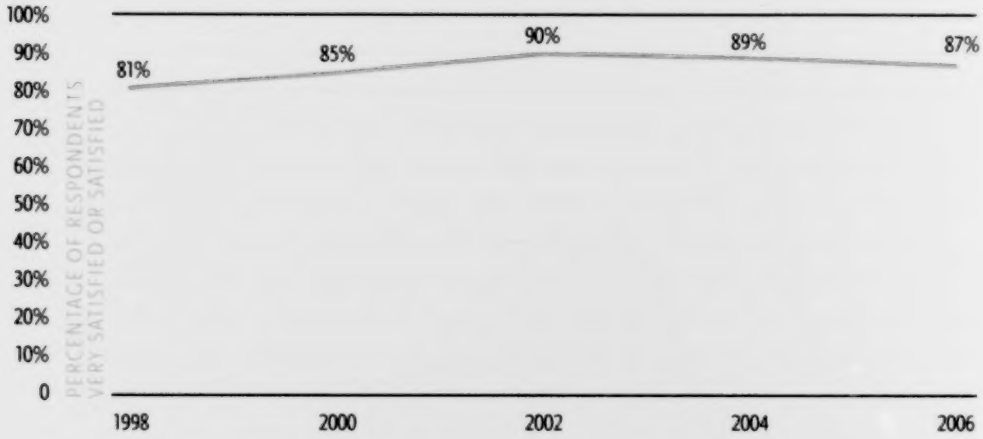
Apprenticeship training is based upon on-the-job training and work experience under the guidance of a certified journeyperson or qualified tradesperson. Employers play a critical role in the training of apprentices by hiring them and providing them with an opportunity to develop their skills on the job. They also support the system by contributing equipment and other resources for technical training. The board has encouraged employers to hire and train apprentices in a number of ways including:

- reaching out to non-participating employers to understand their reasons for not training;
- supporting employers through worksite visits;
- conducting employer information sessions.

Reaching out to employers

An employer survey is conducted every second year to determine employer satisfaction with the apprenticeship and industry training system. Employers provide feedback on a number of aspects of apprenticeship and industry training including the effectiveness of technical training, and satisfaction with on-the-job-training and work experience. The information provided helps the board focus its efforts on ensuring employers' needs are being met. Overall, results of the survey have consistently demonstrated strong levels of employer satisfaction with Alberta's apprenticeship and industry training system.

Employer Satisfaction with Alberta's Apprenticeship and Industry Training System



Source: Alberta Advanced Education and Technology.

Supporting employers through worksite visits

Advanced Education and Technology staff provide employers with advice and support related to on-the-job training through worksite visits and other client contact. In 2006, staff visited more than 15,600 sites. Updating shop registrations involves a visit to, or contact with, an employer to update information about the apprentices and journeypeople on staff. In addition to shop registrations, many other worksite visits are conducted throughout the year.

Some activities during shop registrations and worksite visits include:

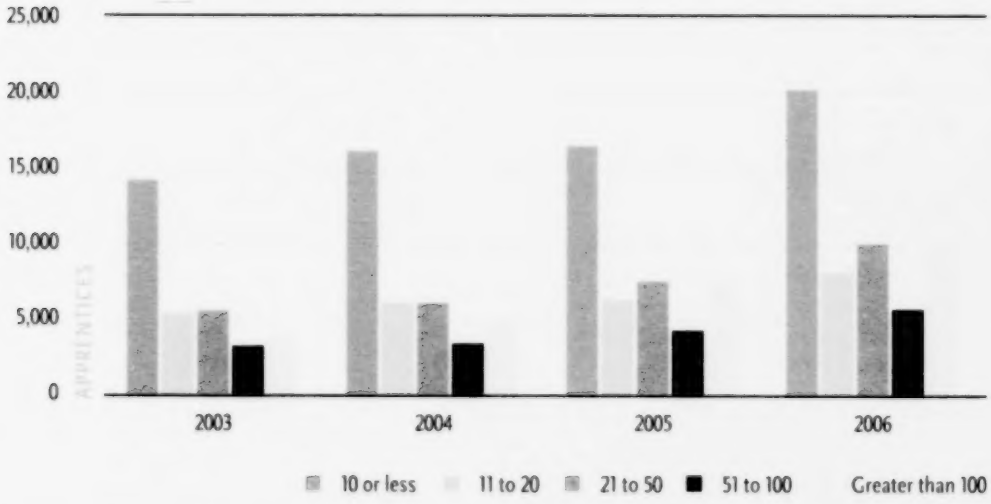
- sharing information about relevant apprenticeship and industry training programs and services;
- assisting employers, apprentices and other tradespeople at the job site with any training or certification-related questions;
- consulting employers and employees about existing and future training needs and special requirements; and
- discussing labour market activity to determine the skills and labour supply required to meet industry demand.

Conducting employer information sessions

The ***Helping Students Find Their Place in the Trades*** initiative, now in its sixth year, provides counsellors and other school staff with information about apprenticeship training, careers in the trades and the resources available for advising students. In fall 2006, the board approved a plan to expand the program to include sessions for parents and employers.

On March 15, 2007, 69 employers attended a pilot session in Calgary. At the session, employers learned about the benefits of apprenticeship and industry training. An evening session with junior and senior high school students and their parents took place in Medicine Hat on October 24, 2006 with 64 participants. Evaluations of the new sessions showed positive feedback. In addition, a regular session for school counselors took place on March 14, 2007 in Red Deer.

Total Apprentices Being Trained by Employer Site Size[1] 2003-2006



Source: Alberta Advanced Education and Technology.
Note 1: The size of a employer site is determined by the number of tradespeople.

Increasing Access to Training and Certification

The board recognizes that some individuals may face barriers in seeking a career in the trades or occupations. These may include the perceptions about working in the trades or occupations; recognition of prior work experience, knowledge and skills; or financial barriers. This year the board focused on the following actions:

- addressing barriers for non-traditional workers;
- conducting and supporting research on key apprenticeship issues;
- improving access to technical training;
- recognizing prior skills and knowledge.

Addressing barriers for non-traditional workers

Increasing youth awareness and participation

There are a number of programs, projects and strategies designed to attract young people to the trades and support them once they become a registered apprentice.

The ***Youth Apprenticeship Project (YAP)*** is a pilot project operating in three northern Alberta communities: High Prairie, Lac La Biche and Wabasca. YAP helps students explore career options through hands-on learning activities in school and at worksites, and by viewing demonstrations of workplace skills by journeypersons and other professionals. As of September 2006, 209 students in Grades 7 to 9 were participating in YAP. This experience sparked interest in apprenticeship training for 10 YAP students who plan to enroll in RAP in Grade 9. The pilot will undergo a formal evaluation in June 2007.

The ***Registered Apprenticeship Program (RAP)*** started in 1991 with five students and has grown to more than 1,700 students in 2006. The RAP enables high school students to become registered apprentices and earn credit toward both their apprenticeship program and their high school diploma, while earning an income.

The ***Youth in Transition to Apprenticeship Project (YITTA)*** is a project that assists Albertans aged 18-30, who want a career in the trades, to connect with companies looking to hire apprentices. Implemented in September 2006, YITTA has pilot sites in Edmonton and Calgary. More than 50 companies, associations and unions have expressed interest in YITTA.

"RAP is great because it gives young people a head start, and for employers, it gives us people who are eager to learn."

Tim Stewart, Supervisor, Daniel's Welding Ltd. Apprenticeship Update, Spring/Summer 2007

Supporting Aboriginal people in the trades

To help reduce the barriers some Aboriginal people may face when trying to enter or succeed in an apprenticeship program, the board supports an essential skills program developed by Advanced Education and Technology in collaboration with stakeholders. The ***Apprenticeship Preparation for Aboriginal People*** project addresses the needs of Aboriginal people who would like to participate in apprenticeship programs, but lack the necessary workplace skills.

Aboriginal people will learn workplace essential skills, knowledge and strategies to enter and succeed in an apprenticeship program through an applied learning curriculum that will focus on literacy, numeracy, science and work maintenance skills. The first pilot will begin in April 2007.

The board continues to support the ***Alberta Aboriginal Apprenticeship Project (AAAP)***, a joint venture between industry, Aboriginal representatives, the federal government and the Alberta government. The AAAP is designed to increase participation in, and completion of, Alberta apprenticeship programs by Aboriginal people. It links employers with potential Aboriginal apprentices and provides support to help build successful working and learning relationships.

The project is operational in Edmonton, Calgary, Lethbridge and Fort McMurray. The AAAP registered more than 300 apprentices as of March 31, 2007 surpassing the target of 255. The 300 apprentices are participating in 24 different trades.

The ***Aboriginal Communication Strategy***, now in its fifth year, builds on the board's support for the AAAP. The communication strategy contains approaches to increase awareness and understanding of careers in the trades among Aboriginal youth, parents, educators and employers. A feasibility study is underway for a web resource that may be hosted on www.tradesecrets.gov.ab.ca. The project includes an interactive and fun way to learn more about the designated trades and occupations and to make them appealing to young people in Grades 5 through 8. To engage early readers and broaden their knowledge about careers in the trades, an illustrated book is in the planning stages. Children, youth, educators and counselors continue to express interest in the materials produced under the Aboriginal Communication Strategy.

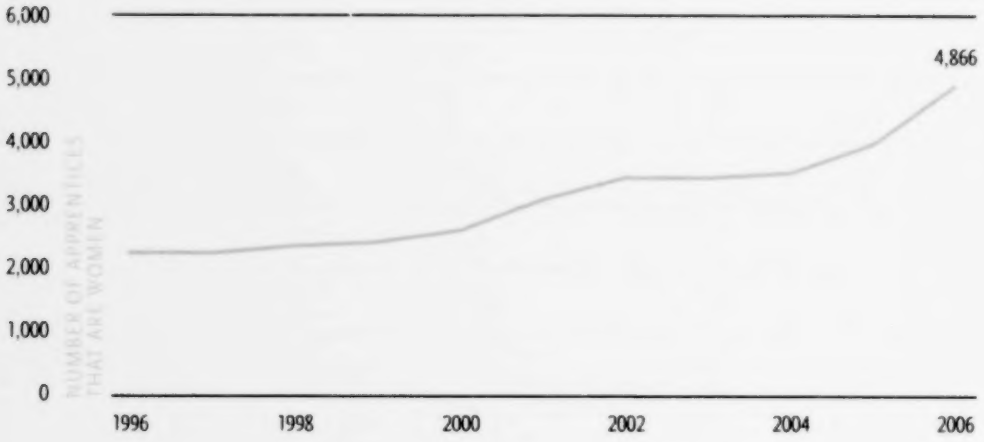
Aboriginal Youth Ambassadors continue to give presentations at schools around the province, spreading the word about careers in the trades and the benefits of apprenticeship training.

Supporting women in the trades

Alberta is home to many successful women tradespeople, business owners and apprentices, as well as organizations that encourage women to enter the trades. The number of women entering the trades is growing. Women now account for 8.5 per cent of all registered apprentices.

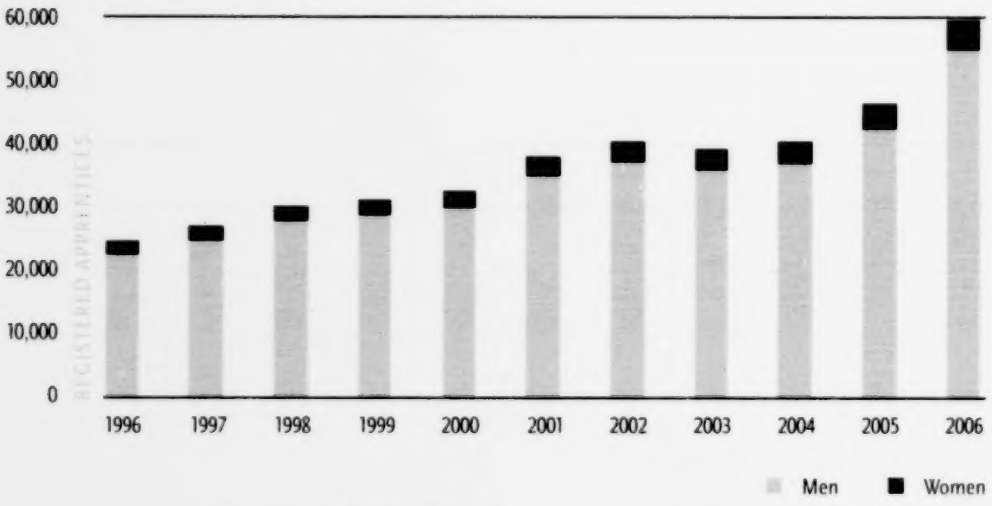
Apprenticeship Participation by Women[1] 1996-2006

In the past ten years the number of apprentices who are women has more than doubled.



Source: Alberta Advanced Education and Technology.
Note 1: This graph represents statistics covering the calendar year (January to December).

Number of Apprentices Registered[1] 1996-2006



Source: Alberta Advanced Education and Technology.
Note 1: This graph represents statistics covering the calendar year (January to December)

Although the majority of women continue to enroll in baker, cook, hairstylist and landscape gardener trades, the number of women pursuing other trades has increased. For example, the number of women apprentices in the carpenter trade is 198; there are 498 women apprentices in the welder trade, 105 women apprentices in the automotive service technician trade, and 121 in the steamfitter-pipefitter trade.

The board continued to foster relationships with organizations that promote women in the trades supporting the following initiatives in 2006-07:

- Women Building Futures (WBF), a non-profit organization based in Edmonton that helps attract women into the construction trades, provides pre-trades training and mentorship for women entering or already in the trades. As of March 31, 2007, 57 Women Building Futures graduates are registered as apprentices and nine WBF graduates are completed apprentices.
- The Young Women Exploring Trades and Technologies Conference provides young women opportunities to explore trade careers. The conference targets young women from Alberta senior high schools. Edmonton hosted the 2007 event in conjunction with the Provincial Skills Competition.
- The board continued to support industry initiatives such as the Construction Owners Association of Alberta's (COAA) Opportunities for Women in Construction initiative and the COAA yearly best practices conference.

Conducting and supporting research on key apprenticeship issues

The board supported a number of studies in 2006-07 including an apprentice completion survey, the biennial graduate survey, a return-on-investment study, a national apprenticeship survey, and other research activities of the Canadian Council of Directors of Apprenticeship (CCDA) and Canadian Apprenticeship Forum. These studies help the board understand its operating environment and have a significant impact on its ability to respond with effective initiatives.

Apprentice completions/retentions survey

The board is committed to breaking down barriers that prevent apprentices from completing their training. To eliminate these barriers, it is important to understand why they exist. In 2006-07, we investigated completion rates to determine why apprentices leave their programs before they complete them and to develop strategies to encourage apprentices to finish their apprenticeship programs. The results of this in-depth study are expected in the coming months.

Apprentice graduate satisfaction survey

The board is accountable to Albertans for the performance of the apprenticeship and industry training system and is committed to pursuing the highest level of performance. One measure of the effectiveness of the system is an apprentice graduate satisfaction survey, conducted every two years.

The apprentice graduate satisfaction survey seeks to understand:

- graduate satisfaction with experience in an apprenticeship training program and technical training; and
- responsiveness of the apprenticeship and industry training system to the skill requirements of the Alberta economy, measured by the extent to which employment is related to training.

The board will release the 2007 apprentice graduate survey results in fall 2007.

Return on investment study

The board participated in a return on investment study conducted by the Canadian Apprenticeship Forum. The study examined the costs and benefits of apprenticeship training in 15 trades. The board provided names for interviewees, participated in a focus group, and provided feedback to the report. Four hundred and thirty employers from across Canada completed a detailed survey that examined wages, charge-out rates, training costs and qualitative measures of the benefits of apprenticeship.

Some of the survey findings included:

- Apprenticeship training is a worthwhile investment. On average, for each $1 invested in an apprentice, a benefit of $1.38 accrues to employers. All 15 trades included in the analysis show an overall net benefit of apprenticeship training.
- Sixty-six per cent of employers indicated that the apprentice's productive value to their organization exceeds the training costs by the end of the second year.
- Employers indicate there are also qualitative benefits of apprenticeship training. Specifically, hiring apprentices ensures that an organization has skilled labour and a lower turnover rate. In addition, journeypeople receive a benefit from training apprentices.
- Employers indicated that 'homegrown' journeypeople – those who complete their apprenticeship with the company – are a better fit with the organization and are 26.5 per cent more productive compared to externally trained journeypeople.

National apprenticeship survey

The board and the department supported Statistics Canada's National Apprenticeship Survey. Approximately 30,000 individuals including current and former apprentices across Canada take part in the survey. Previously conducted in 1989 and 1995, the survey is a comprehensive, standardized pan-Canadian source of data on the experiences of apprentices across Canada. Results are expected in 2008.

Improving access to technical training

As the number of apprentices reached record numbers in Alberta, creating additional post-secondary spaces and flexible workplace training delivery, broadening the use of Individual Learning Modules and recognizing previous skills and knowledge have become even more important in the board's overall planning.

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Trade Facts

According to the 2005/06 apprentice graduate survey:

- 95% were employed, and
- of those employed, 92% were employed in their trade.

"For us, the biggest advantage of training apprentices is that we can train and groom them to our system."

Brent Hemstreet, Owner, Pro-Collision Carstar
Apprenticeship Update, Spring/Summer 2006

Improving access to technical training

As the number of apprentices reached record numbers in Alberta, creating additional post-secondary spaces and flexible workplace training delivery, broadening the use of Individual Learning Modules and recognizing previous skills and knowledge have become even more important in the board's overall planning.

"The demand for skilled tradespeople in Alberta is at an all-time high. This investment is a positive step toward addressing the province's labour shortage and increasing access to post-secondary learning. Any time we add spaces to our post-secondary system, we're laying a foundation for building a skilled population to ensure Alberta's continued success."

Doug Horner,
Minister of Advanced Education and Technology.
Excerpt from Advanced Education and Technology news release March 1, 2007

Funding boost helps address need for skilled workers

In March 2007, the Alberta government announced funding for more than 3,600 additional post-secondary spaces to accommodate the demand for technical training. This investment in apprenticeship will give more apprentices the opportunity to attend technical training on a timely basis.

Offering flexible training delivery

Traditional classroom training, often referred to as block release training, has remained the most commonly used delivery method for technical training. However, the board, in partnership with industry and the provincial apprenticeship committees, works with Alberta's training providers to deliver alternatives to block release training. During the 2006-07 school year, technical training was offered across Alberta by other delivery methods, including distance delivery, mobile learning, competency based apprenticeship training (CBAT), on-site delivery, and the Weekly Apprenticeship Training System (WATS)[1].

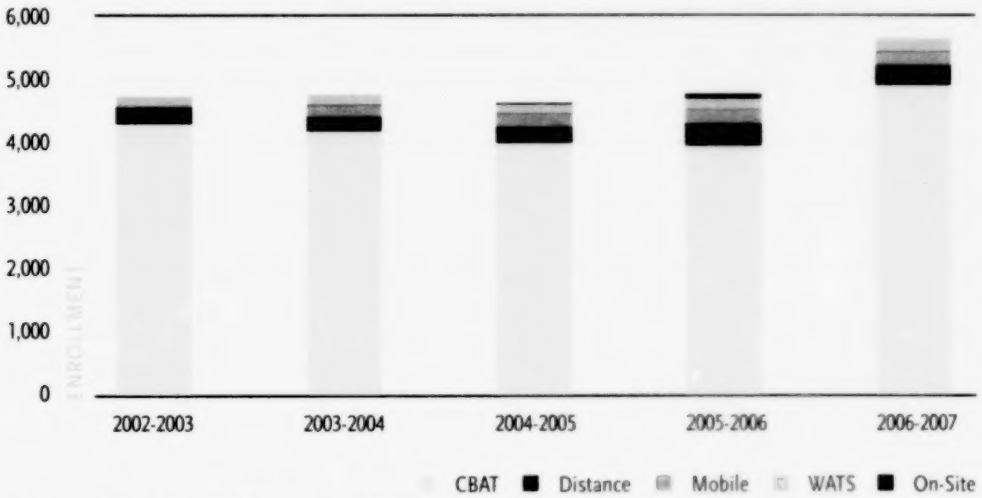
Distance	Electrician	Across Alberta	Lakeland College Lethbridge College NAIT
Distance	Locksmith	Across Alberta	Red Deer College
Distance	Millwright	Across Alberta	NAIT
Distance	Welder	Across Alberta	NAIT
Mobile	Lather	Calgary	NAIT
Mobile	Floorcovering	Calgary	NAIT
Mobile	Concrete Finisher	Edmonton	SAIT
Mobile	Welder	Rocky Mountain House	Red Deer College
Mobile	Roofer	Calgary	NAIT
Mobile	Bricklayer	Edmonton	SAIT
CBAT	Carpenter	Lethbridge Red Deer Calgary	Lethbridge College Red Deer College SAIT
CBAT	Electrician	Vermilion Lethbridge Medicine Hat Edmonton Red Deer	Lakeland College Lethbridge College Medicine Hat College NAIT Red Deer College
CBAT	Welder	Vermilion Edmonton Red Deer	Lakeland College NAIT Red Deer College
CBAT	Locksmith	Red Deer	Red Deer College
WATS	Cook	Lethbridge Edmonton Red Deer	Lethbridge College NAIT Red Deer College
WATS	Parts Technician	Lethbridge Edmonton Calgary	Lethbridge College NAIT SAIT
On-site	Electrician	Fort McMurray	Keyano College
On-site	Steamfitter-Pipefitter	Fort McMurray	Keyano College

1 Descriptions of alternate delivery methods can be found in the appendices under the section, Commonly Used Terms.

During the past year, alternate delivery methods of technical training have been used more often by apprentices than in the previous four years. This was largely driven by greater enrollment in CBAT technical training.

Technical Training Enrollment by Type of Alternate Delivery

In 2006-2007 enrollment in alternate delivery methods of technical training increased 20 per cent from the previous year.



Source: Alberta Advanced Education and Technology.

Expanding access in rural communities

Expanding access to apprenticeship training in rural communities remains a strong concern for the board. Apprentices from more than 80 communities across Alberta received their technical training by distance delivery, allowing them to complete their training while continuing to live and work in their local communities.

As of December 1, 2006, the number of apprenticeship technical training seats scheduled in rural colleges increased by 27 per cent from the previous academic year.

"It was a big benefit to me to have the training offered so close to my home. I didn't have to be away from my family, which is important to me."

Joseph Bigstone, Certified Carpenter, Bigstone Cree Nation
Apprenticeship Update, Fall/Winter 2006

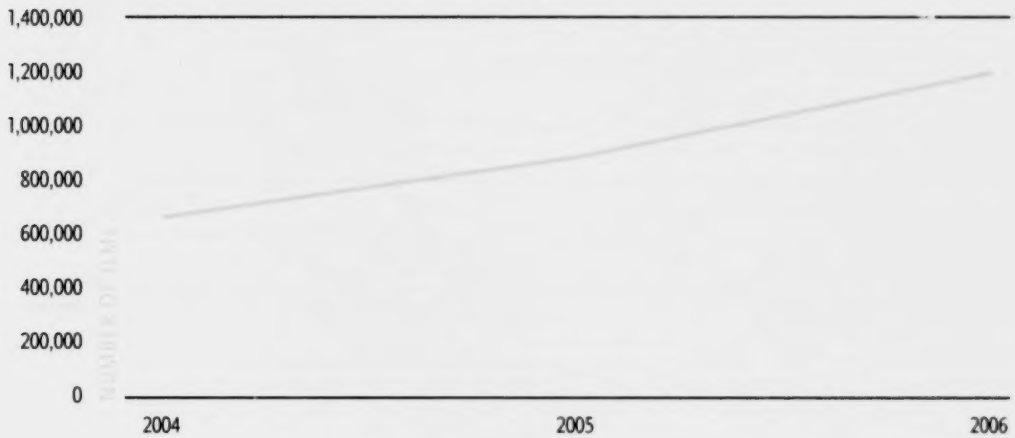
Increasing use of individual learning modules

Individual Learning Modules (ILMs) have quickly become preferred learning materials that improve flexibility in the delivery and presentation of apprenticeship training programs. Used increasingly across Canada, ILMs are popular with apprentices and trainers.

Each module covers approximately four to eight hours of instruction and addresses one learning outcome in the apprenticeship course outline.

Use of Individual Learning Modules[1]

Use of Individual Learning Modules has increased more than 30 per cent in each of the last two years.



Source: Alberta Advanced Education and Technology.
Note 1: This graph represents statistics covering the calendar year (January to December).

Keeping tuition affordable

Maintaining affordable tuition fees opens the doors to more tradespeople and helps meet the demand for more skilled workers in Alberta.

In November 2006, the Government of Alberta released a comprehensive framework to make post-secondary education more affordable for students. At that time, the apprentice tuition fee policy was also revised. Future increases to the tuition paid by apprentices are now based on the annual average change in the Alberta Consumer Price Index. This ensures that increases are predictable and manageable while also addressing the rising costs of delivering high quality programs to a growing number of apprentices. Effective August 1, 2007, apprentice tuition fees will increase from the 2004 level by 3.3 per cent to $84 per week ($672 for 8 weeks).

Recognizing prior skills and knowledge

Creating pathways for individuals to become certified by recognizing their previous skills and knowledge furthers the board's efforts to help meet the demands of industry for skilled workers.

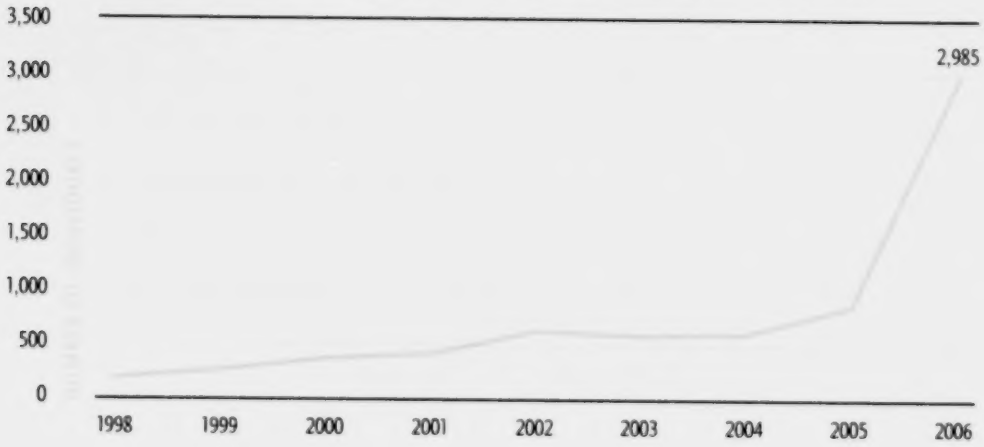
Prior Learning Assessments

Prior Learning Assessments (PLAs) provide a way for individuals to earn credit for previous experience and training in a trade and gain advanced standing in an apprenticeship program. On the recommendation of their employer and successful completion of an industry exam(s), apprentices may receive advanced standing in their apprenticeship program. This means apprentices are recognized for their prior work experience, knowledge and skills. In 2006, 4,918 apprentices applied for prior learning assessments.

Alberta Qualification Certificates

Alberta Qualification Certificates are granted to individuals who, through an assessment of their prior work experience, knowledge and skills, demonstrate they meet the standards set for certification in a trade or occupation in Alberta. Between 1998 and 2005, more than 4,300 individuals were issued a Qualification Certificate through this program. In 2006, 2,985 qualification certificates were granted, a large increase from the previous year. One reason for the large increase was the designation of the rig technician trade. The implementation of the rig technician trade involves a phased-in approach to recognize the skills of those already working in the field. In 2006, 1,363 rig technicians demonstrated they met the standards and were granted a Qualification Certificate.

Individuals Who Received a Qualification Certificate[1,2]



Source: Alberta Advanced Education and Technology.
Note 1: Individuals issued more than one certificate in a specific year are counted only once.
Note 2: A Qualification Certificate is a certificate issued to individuals who, through an assessment of their prior work experience, knowledge and skills in a designated trade or occupation, demonstrate they meet the standards set for certification in Alberta.
Note 3: The first Qualification Certificates were granted in 1998.

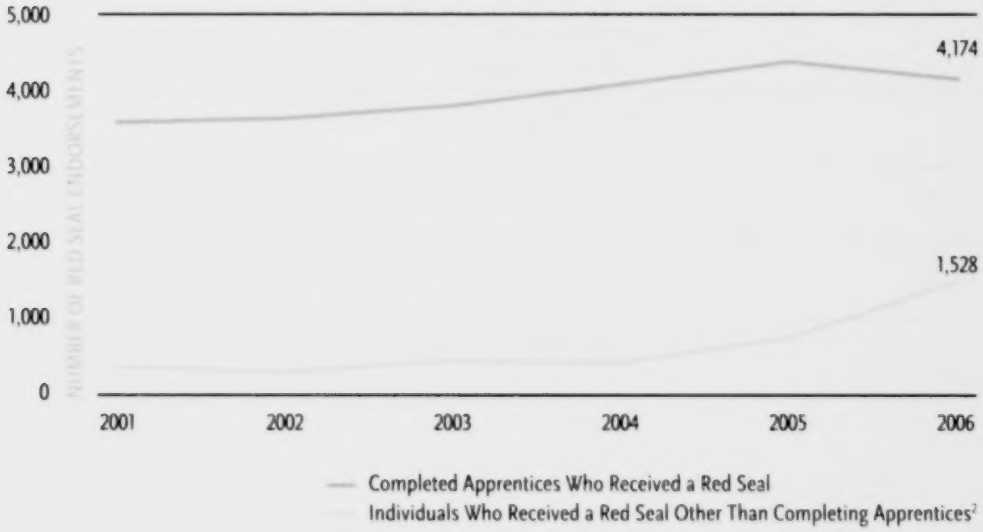
Red Seal Program gives mobility to out-of-province workers

The Interprovincial Standards Red Seal Program provides mobility to journeypeople across Canada. Currently, 49 trades across Canada are included in the Red Seal Program.

In 2006, 77 per cent of Alberta apprentices who completed their apprenticeship and were registered in red seal trades received their red seal. Alberta has produced more journeypersons with a red seal than any other jurisdiction in Canada.

Alberta recognizes apprentices from other jurisdictions at the same level in their apprenticeship program as their home jurisdiction and Alberta welcomes journeypeople from other jurisdictions who hold a red seal.

Interprovincial Red Seal Endorsements[1] 2001-2006



Source: Alberta Advanced Education and Technology.
Note 1: Individuals issued more than one certificate in a specific year are counted only once.
Note 2: Interprovincial Standards Red Seals that were issued to individuals who achieved journeyperson status through a certification only process such as the Qualification Certificate or Equivalency programs (i.e., without completing an apprenticeship program) or who successfully completed the interprovincial examination in Alberta rather than in the jurisdiction in which they were originally certified.

The Foreign Worker Program

The federal government's Foreign Worker Program is available to employers who demonstrate they have been unable to recruit skilled tradespeople from Alberta or other parts of Canada.

Where trade certification is required, the skills, knowledge and experience of potential foreign workers are assessed against Alberta standards. A Qualification Certificate is issued to foreign workers who meet those standards. Employers hiring foreign workers must offer wages and working conditions consistent with the local marketplace.

Maintaining Standards While Adapting to Changes in the Workplace

Throughout the year, the board has responded to the pressures faced by the apprenticeship and industry training system in a number of ways. These include:

- strengthening the industry committee network,
- reviewing ratio requirements,
- designating new trades or occupations,
- updating training and certification standards.

Strengthening the industry committee network

The industry committee network is the foundation of Alberta's apprenticeship and industry training system. Key decisions about training and certification in the designated trades and occupations start with industry – local and provincial apprenticeship committees, occupational committees, and provisional committees. These committees meet regularly to assess the relevancy and currency of trade and occupation standards, apprenticeship training and delivery, course content, examinations, and more.

A total of 228 provincial apprenticeship committee (PAC), local apprenticeship committee (LAC), occupational committee, provisional committee, and sub-committee meetings were held during the past year. A representative of the Alberta Apprenticeship and Industry Training Board attended all 35 PAC meetings in 2006, acting as a resource to the PAC and bringing PAC concerns forward to the board. As well, PAC representatives attend board meetings to advise the board on issues related their trade.

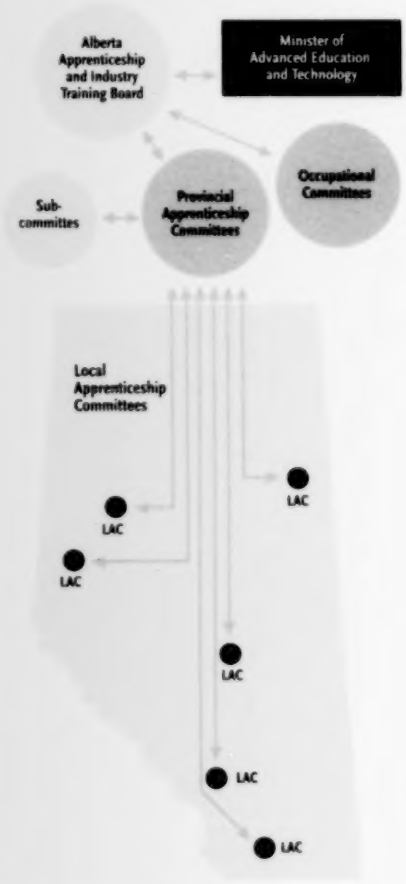
Provisional committees were very active this year. These committees are established to make recommendations to the board on applications for designation of a trade or occupation. The board may appoint a provisional committee for a trade or occupation that is seeking designation. As of March 31, 2007 there were seven active provisional committees.

Orienting new committee members

The board continues its efforts to strengthen the capacity of its network of industry committees through orientation workshops for new PAC members. The orientation sessions familiarize new members with the structure and function of the PACs as well as their roles and responsibilities – leading to new members becoming more valuable contributors to the enhancement of their trade's apprenticeship program.

The first of these orientation sessions was held in August 2006. An additional two sessions were held in the 2006-07 year. All three sessions were positively received. A fourth session is planned for June 2007. Four workshops are planned annually for the approximately 60 new committee members each year.

Structure and Organization of the Alberta Apprenticeship and Industry Training System



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Structure and Organization of the Alberta Apprenticeship and Industry Training System

Planning for the industry network workshop

Work is well underway for the 2007 industry network workshop. This event, held every second year, is a way for the board and industry committee network members to meet face to face, discuss issues facing the system and gain valuable experience. This year the workshop will focus on leadership and will provide opportunities for participants to enhance their leadership skills and strengthen their knowledge of the industry committee network.

Reviewing ratio requirements

Last year, the board consulted with industry about journeyperson to apprentice ratios. As of May 1, 2006, individuals who have applied for Alberta certification or recognition of their credentials and have had their previous work experience verified, as well as final-period apprentices in three and four-year apprenticeship programs are no longer included when calculating ratios. These individuals must continue to work under the supervision of a journeyperson. The change does not affect the responsibility of employers to ensure the safety of their workers and to ensure the appropriate supervision of workers.

The board continued to review ratio requirements as recommended by the provincial apprenticeship committees. The journeyperson-to-apprentice ratio in the auto body technician and painter and decorator trades was changed from one journeyperson to one apprentice (1:1) to one journeyperson to two apprentices (1:2), making 11 trades with a greater than 1:1 ratio.

Employers are expected to continue to provide quality on-the-job training as they always have. Employers are responsible, under the *Occupational Health and Safety Act*, to ensure the safety of their workers and to ensure that workers are appropriately supervised.

Designating new trades and occupations

Each year the board reviews many industry applications for the designation or re-designation of trades and occupations. Just as the number of new applications for apprenticeship training is increasing, industry's requests for new trades and occupations are growing as well.

There are six main steps in the designation of a trade or occupation:

1. **Inquiry** – An industry group inquires about the designation process and determines if there is industry support for the designation of a new trade or occupation.

2. **Application** – A formal application is submitted to the Minister. The Minister refers the application to the board for review. Background research is conducted by the department of Advanced Education and Technology on behalf of the board to verify industry support and determine the viability of the proposed trade or occupation. A report based on the research results is prepared and provided to the board for review.

3. **Recommendation** – The board reviews the application and report and makes a recommendation regarding designation to the Minister.

4. **Designation** – If the Board recommends designation and the Minister agrees, in the case of a trade, the Minister will forward a recommendation to Cabinet. Cabinet decides whether or not to designate the trade.

   In the case of occupations, the Minister has the authority to decide whether or not to designate.

5. **Program Development** – Everything needed to administer the trade or occupation is developed. For a trade, the regulation, course outline, curriculum, technical training schedule, exams and record book are created. For an occupation, the regulation, competency profile and exams (if necessary) are established.

6. **Program Launch** – The designation of a new trade or occupation becomes effective. Certification applications and examinations are available, visits to new shops are conducted and apprentices are registered.

In 2006-07, the board recommended the designation of snubbing services and continued the three-year implementation process for the rig technician trade. Work also continued on a number of other applications for trade or occupation designation.

Trade Facts

The *Apprenticeship and Industry Training Act* provides for the designation of trades and occupations in three categories - compulsory certification trade, optional certification trade and designated occupation. Designation as any one of the three provides for recognition of skills and competencies to industry standards. However, there are major differences in the focus and outcomes of designation as well as the criteria for being designated in a specific category.

Snubbing services
On the recommendation of the board, the Minister of Advanced Education designated snubbing services as the newest designated occupation in Alberta, effective January 2007. Snubbing services are specialized functions of oil and gas well maintenance that require working with a well under pressure. Snubbing equipment is used to insert or remove drill pipe, tubing or specialized equipment into or from a well when blowout preventers are closed, while containing well pressure. The snubbing services occupation has six levels of certification.

Trade Facts

As of March 31, 2007, there were 2,585 registered rig technician apprentices.

Rig technician
On the recommendation of the board, the government designated the rig technician trade, effective June 1, 2005 and established a three-year transition period as described in the *Rig Technician Transition Regulation*. By June 1, 2008, everyone working in the trade either must be a registered apprentice or certified journeyperson in the trade. In December 2006, the trade was designated by the Canadian Council of Directors of Apprenticeship (CCDA) as red seal trade.

Other designations
The Minister has referred several applications for the designation or re-designation of a number of trades and occupations to the board for its review.

A provisional committee reviewed the application for the designation of meat cutter as an optional certification trade. Consultation with various governments and agencies will begin in the summer of 2007. Provisional committees are reviewing applications for the designation of natural gas compression technician, railway car technician and heat treatment technician. An industry survey was conducted on the Structural Steel and Plate Fitter Provincial Apprenticeship Committee's application for changing the designation of the trade from optional certification to compulsory certification.

Applications for the designation of an additional three occupations in the petroleum services sector are anticipated.

Industry makes recommendations to the board for modifications of a designated trade or occupation. Up-to-date feedback and information from PACs and occupational committees provides the basis for these changes.

Warehousing and Parts Technician

Change: In November 2006, the Parts Technician PAC and Warehousing Occupational Committee agreed to pursue a merger of their trade and occupation. The board approved the merger and expanded the size of the Parts Technician PAC to include the members of the Warehousing Occupational Committee.

Impact: Throughout 2007, the Parts Technician PAC will develop a new course outline that will share technical training and certification and retain the identities of the trade and occupation within a common trade. The PAC will also recommend a new scope of the trade and a new trade regulation.

Welder

Change: With the Minister's approval, the board restructured the welder trade into two branches by adding the wire feed process operator branch. The ratio in the welder branch of the trade changed to one journeyperson to two apprentices. In the new wire process operator branch, the ratio is one journeyperson to three apprentices.

Impact: This restructuring provides maximum flexibility for employers and apprentices in choosing appropriate career paths. This, combined with the new ratio provisions, contributes to the competitiveness of the industry and encourages business efficiency.

Appliance Service Technician

Change: The board, with the approval of the Minister, restructured the trade into two branches by creating the commercial appliance service technician branch in the appliance service technician trade.

Impact: The restructuring responds to the needs of the commercial sector by offering training and certification for the new branch. The existing appliance service technician program will continue.

Inclusive Language

Change: References to 'journeyman' and 'journeymen' in apprenticeship and industry training regulations and other print materials were revised to 'journeyperson' and 'journeypeople'.

Impact: This change creates gender-neutral language in print materials and the regulations consistent with the *Apprenticeship and Industry Training Act* and other Canadian jurisdictions.

Trade Facts

To earn a red seal, an individual must complete a recognized provincial or territorial apprenticeship program or obtain a journey-person certificate from a province or territory, in a trade that is designated as a red seal trade. The journey-person must also pass the Interprovincial Red Seal Examination for that trade.

Enhancing the Image of the Trades

Part of the board's mission is to promote apprenticeship and industry training as an integral part of the advanced learning system. This year the board focused on:

- encouraging the development and implementation of career ladders for apprentices;
- celebrating the success of apprentices, employers and instructors;
- recognizing apprentices and attracting new apprentices through the Alberta Apprenticeship and Industry Training Board Family of Scholarships;
- enhancing support to Skills Canada and to WorldSkills Calgary 2009.

Trade Facts

Blue Seal

If you have successfully completed business training that meets the blue seal standard and you hold an Alberta trade or occupation certificate or a certificate that is recognized as equivalent to an Alberta trade or occupation certificate, you may apply for a blue seal.

Association of Science and Engineering Technology

The board and Advanced Education and Technology continue to work with the Association of Science and Engineering Technology (ASET). In 2006-07, a representative from ASET worked with the board to renew and update articulation agreements for a number of apprenticeship programs such as instrument technician, communication technician and welder.

One or two trades will serve as models for other trades to follow. ASET recognition may identify additional career pathways for individuals considering a career in the trades.

Alberta Council of Admissions and Transfers

The board continues to support the Alberta Council of Admissions and Transfers, an independent body through which stakeholders work for the benefit of learners to ensure effective transferability of courses or programs within the post-secondary system. Alberta's transfer system is based on the principle that individuals should not repeat previous learning experiences in which they have demonstrated competence.

Celebrating the success of apprentices, employers and instructors

The board recognizes apprentices, employers and instructors for their achievements in the designated trades and occupations through its board awards. At the 10th annual Alberta Apprenticeship and Industry Training Board Awards event in Edmonton on March 9, 2007 the board honoured 52 apprentices, two employers and two instructors.

More than 300 guests attended the celebration, including family, friends and employers of the award recipients. Members of the Alberta Apprenticeship and Industry Training Board offered their congratulations, along with the Deputy Minister of Advanced Education and Technology, presiding officers and members of the industry committee network, representatives of employer and employee associations and public institutions that offer apprenticeship technical training.

Top Apprentice Awards
From left: Bob Fossenden, Deputy Minister, Alberta Advanced Education and Technology; Jeremy Shipley, Top Apprentice, Auto Body Technician - Auto Body Repairer; Brian Bickley, Chair, Alberta Apprenticeship and Industry Training Board.

Top Apprentice Award

Each year, Alberta final-period apprentices with the highest combined mark from all periods of technical training and supported by a strong recommendation from their employers, receive a Top Apprentice Award.

This year, 52[2] apprentices received the award for the 2005-06 school year. Several also received an additional honour from an employer or employee association.

Employer Award of Excellence

The Employer Award of Excellence celebrates the outstanding contributions that employers make to apprenticeship training in Alberta. Employers provide the on-the-job training and work experience critical to developing the next generation of tradespeople. The award recognizes employers who demonstrate strong support of apprenticeship training, work to increase the probability of an apprentice's success and create an environment of excellence. The following two employers received the Employer Award of Excellence for 2006-07:

Northern Alberta: Daniel's Welding Ltd. of Edson

Southern Alberta: Ace Construction Company Inc. of Calgary

Top Instructor Award

The Top Instructor Award recognizes excellence in training, dedication to students and commitment to apprenticeship. Each year, the board presents two Top Instructor Awards: one for the north region and one for the south region of Alberta. Apprentices attending a college or technical institute may nominate instructors who provide apprenticeship technical training. The Top Instructor Award for 2005-06 went to:

Northern Alberta: Dave Zdebiak, Electrician Instructor
Northern Alberta Institute of Technology

Southern Alberta: Chris Taggart, Millwright Instructor
Southern Alberta Institute of Technology.

2 See Appendices for list of recipients.

"The RAP scholarship awards are not only an opportunity to celebrate the achievement of our ambitious and well trained youth entering the workforce, but also the success of the communities in which they reside, their parents, and employers."

Andy Neigel, President and CEO of CAREERS: The Next Generation
Excerpt from Advanced Education and Technology news release November 2, 2006

Alberta Apprenticeship and Industry Training Board Family of Scholarships

The board is pleased to announce a total of 532 Alberta registered apprenticeship program students, apprentices and trainees have been awarded $1,000 scholarships this year through the Alberta Apprenticeship and Industry Training Board Family of Scholarships. To date, they have received more than $1.6 million through these scholarships. The scholarships are a joint initiative between industry, the Alberta Apprenticeship and Industry Training Board and the Alberta government.

Record number of high school students awarded RAP scholarships

This year, the board awarded a record 355[3] Registered Apprenticeship Program (RAP) scholarships of $1,000 each to high school graduates throughout the province. In November 2006, CAREERS: the Next Generation and the board co-hosted events in Calgary and Edmonton to honour the recipients.

Scholarships have been effective in recognizing apprentices and attracting new participants to the system. The number of scholarships available for RAP apprentices jumped to 500 from 50 in 2005. These $1,000 scholarships recognize the academic and trades-related accomplishments of high school students registered in RAP and encourage them to continue their apprenticeship program after high school. Apprentices receive $700 in their first period of technical training and $300 in their second period.

Alberta apprenticeship and industry training scholarships

In 2006, 177[4] individuals received a $1,000 Alberta Apprenticeship and Industry Training Scholarship. The scholarships are designed to recognize excellence and encourage recipients to complete their apprenticeship or occupational training programs. Some of the scholarships have a financial need component, while others are designated for:

- a specific trade or occupation,
- applicants of Aboriginal descent, or
- women in non-traditional trades.

The generous support of employer and employee organizations, associations, individuals from industry and the Alberta government made these scholarships possible.

CAREERS: The Next Generation honours Assistant Deputy Minister of Advanced Education and Technology

CAREERS: The Next Generation honoured Shirley Dul, Assistant Deputy Minister, Alberta Advanced Education and Technology, Apprenticeship and Industry Training, with the Eric P. Newell Award of Excellence on March 1, 2007 at the Annual Stakeholder's Celebration at Grant MacEwan College.

3 See Appendices for list of recipients.
4 See Appendices for list of recipients.

Supporting skills competitions

The board supports skills competitions by collaborating with Skills Canada Alberta to encourage the involvement of Alberta apprentices in provincial, national and international competitions.

The board continues to support the provincial, national and WorldSkills competitions to promote the skilled trades as first-choice career options for young Albertans. In these competitions, students compete in Olympic-style practical challenges that demonstrate their technical and leadership skills and abilities in the areas of communications, construction trades, employment, manufacturing, transportation and services.

The competitions prepare young people for their careers by teaching them leadership, teamwork and problem-solving skills that will help them succeed. The result is well-trained and well-prepared young people who can help meet the growing needs of industry and the labour market.

Provincial Skills Competition
Established in 1992 with 80 competitors in 12 events, the 14th Annual Provincial Skills Competition featured 600 competitors aged 15 to 22 in 36 events. Hosted by Skills Canada Alberta, the two-day event at the Northlands Agricom in Edmonton in May 2006 drew a province-wide audience to witness the exceptional display of skill by high school and post-secondary students.

Gold medal winners became part of Team Alberta and represented the province at the Canadian Skills Competition. The 2007 Provincial Skills Competition will be held in Edmonton May 15-16.

Canadian Skills Competition
Alberta registered apprentices took home 26 medals from the 2006 Canadian Skills Competition in Halifax: seven gold, six silver and 13 bronze.

Hosted annually since 1993, the Canadian Skills Competition is Canada's largest national multi-trade and technology competition for Canadian students and apprentices. It helps raise awareness of the trades and technologies among students, parents and educators. The 2006 event attracted more than 400 secondary and post-secondary students from across Canada. Saskatoon, Saskatchewan will host the 13th annual Canadian Skills Competition from June 7-10, 2007.

Medalists of the competition go on to represent Team Canada and compete in the next WorldSkills Competition.

WorldSkills Competition
The WorldSkills Competition promotes awareness worldwide of the importance of skilled trades to the prosperity of a nation. Held every two years, the competition draw hundreds of young people from more than 45 countries to compete in close to 50 trade and technology-related skill categories. The next WorldSkills Competition takes place in Japan, November 14-21, 2007.

"Skills competitions can also help Alberta meet the growing need for skilled tradespeople in the future by encouraging young people to excel in the trades."

Pat Barnes, Labour Relations Coordinator, Electrical Contractors Association of Alberta (ECAA) Apprenticeship Update, Fall/Winter 2006

Trade Facts

Calgary Welcomes the World in 2009

In 2009, Alberta will welcome the world to the 40th WorldSkills Competition in Calgary. Hosting the WorldSkills Competition provides an excellent opportunity to increase awareness among Albertans of the benefits of careers in the trades and technology.

Presentations on the WorldSkills 2009 Competition will be made to provincial and local apprenticeship committees throughout 2007 and into early 2008 to ensure industry members are aware of the competition and opportunities for their involvement. The WorldSkills Competition will be the largest event in Calgary since the 1988 Olympics.

Registered apprentices from Alberta won three international standards Medallions of Excellence at the 38th WorldSkills Competition in Helsinki, Finland, May 26-29, 2005.

Looking Forward ...

"We see great value in training apprentices. They add energy and competency to our business, and ensure sustainability for our trade into the future."

Paul Heyens, General Manager, Alberta Glass Company Inc. Apprenticeship Update, Spring/Summer 2006

The board has worked hard this year to maintain and enhance the strong foundation of apprenticeship and industry training in Alberta and in the coming year it will endeavor to continue building a stronger system for tomorrow.

There are two areas in particular on the board's agenda: 1) the British Columbia – Alberta *Trade, Investment and Labour Mobility Agreement* (TILMA); and 2) apprenticeship and industry training scholarships.

The signing of TILMA will allow greater mobility of goods, services, investment and workers between the two provinces. There is a two-year transitional period to fully implement the agreement. During this period, the board will be reviewing the impact on apprenticeship training and certification standards to determine the best way to comply with the TILMA.

The Alberta Apprenticeship and Industry Training Board will also be working with industry to raise funds for new scholarships. In 2002, the Alberta Apprenticeship and Industry Training Scholarship Program was created. Joint contributions from industry and government created an endowment of approximately $3.3 million, providing 165 scholarships of $1,000 each.

The scholarships recognize apprentices and trainees who have demonstrated excellence in their trade or designated occupation, and encourage them to complete their training programs. They enhance the profile of training and education in the trades and occupations by putting it on par with other post-secondary education for which there are scholarships. Scholarships also help address skill shortages by providing added incentive to young people who are considering a career in the trades.

There is an opportunity to increase the number of scholarships for apprentices and trainees. Through the Access to the Future Fund, the Alberta government will match industry contributions to the Alberta Apprenticeship and Industry Training Scholarship Program. Each industry contribution of $10,000 creates a brand new $1,000 scholarship to be awarded annually in perpetuity.

We look forward to working on these projects and continuing to build Alberta's apprenticeship and industry training system.

Trade Facts

Over the last five years, 848 Apprenticeship and Industry Training Scholarships have been awarded. As of March 13, 2007, over 90 per cent of the recipients have either completed their apprenticeship or remain an active apprentice.

Appendices

The appendices that follow contain further information about the board and Alberta's apprenticeship and industry training system.

About the Board

Board Membership

The board consists of:

- a chair
- four members representing employers in designated trades
- four members representing employees in designated trades
- two members representing employers in non-trade occupations
- two members representing employees in non-trade occupations

Standing Committees of the Board

The board has five standing committees through which it works:

Labour Market Issues and Board Operations Committee
Monitors labour market activity, identifies industry-related training needs and opportunities, and addresses promotional and operational activities of the board.

Industry Standards Committee
Formulates training and certification policy and standards to meet emerging requirements of the apprenticeship and industry training system.

Industry Network Committee
Monitors the operations of the industry committee network and reviews nominations for membership in the provincial apprenticeship committees (PACs), local apprenticeship committees (LACs) and occupational committees.

Nominations Review Committee
Reviews applications and provides recommendations to the Minister of Advanced Education and Technology about the appointment of board members.

Awards and Scholarships Committee
Selects and recognizes award and scholarship recipients, and promotes value and availability of awards and scholarships.

About the System

Industry-Driven

Alberta's apprenticeship and industry training system is an industry-driven system that ensures a highly skilled, internationally competitive workforce in more than 50 designated trades and occupations. This workforce supports the economic progress of Alberta and its competitive role in the global market. Industry (employers and employees) establishes training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board. The Alberta government provides the legislative framework and administrative support for the apprenticeship and industry training system.

Industry Committee Network

Alberta's apprenticeship and industry training system relies on a network of industry committees. These include local and provincial apprenticeship committees in the designated trades, occupational committees in the designated occupations, and others. All trade committees are composed of equal numbers of employers and employees. The role of the industry committees includes:

- recommending to the board the standards for the skills and competencies required for certification,
- establishing technical training course outlines,
- monitoring changes and identifying the need for improvements in training,
- recognizing related training and certification, and
- making recommendations to the board about the designation or redesignation of trades and occupations.

In addition to participating on committees, individual employers support the apprenticeship and industry training system by employing and training apprentices, and providing them with opportunities to develop their skills on the job. They also support the system by contributing equipment and other resources for technical training.

Alberta Apprenticeship and Industry Training Board

The Alberta Apprenticeship and Industry Training Board's primary responsibility is to establish the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. The board also makes recommendations to the Minister of Advanced Education and Technology about the needs of Alberta's labour market for skilled and trained workers, and the designation of trades and occupations.

Alberta Government

Alberta Advanced Education and Technology works with industry, employer and employee organizations and technical training providers to:

- facilitate the development and maintenance of industry training and certification standards,
- provide registration and counselling services to apprentices and employers,
- coordinate technical training in collaboration with training providers, and
- certify apprentices and others who meet industry standards.

Technical Institutes and Colleges

Technical institutes and colleges are key participants in Alberta's apprenticeship and industry training system. They work with the board, industry committees and Alberta Advanced Education and Technology to enhance access and responsiveness to industry needs through the delivery of the technical training component of apprenticeship programs. They develop lesson plans from the course outlines established by industry and provide technical training to apprentices.

Combined Efforts

Through the combined efforts of industry, government and training providers, Alberta's apprenticeship and industry training system is able to respond to the labour market and contribute to developing a highly skilled workforce that is competitive nationally and internationally. This collaboration helps to ensure the apprenticeship and industry training system is timely, up to date and responsive to the needs of industry and the economy.

Board Member Profiles

Board Chair

G. Brian Bickley

Brian Bickley has served as board chair since January 2004. He holds certificates in electronics, industrial instrumentation, watch making and adult continuing education. He has more than 40 years experience in industry, and has recently retired from Syncrude Canada Ltd. where he held the position as Industrial Relations Manager.

During his time with Syncrude, Brian was an instrument supervisor, shutdown manager and maintenance manager. Before joining Syncrude, he worked with the Steel Company of Canada and Texaco Canada Ltd. Brian previously served as a member on the Alberta Apprenticeship and Industry Training Board from September 1995 to November 2001.

Current Board Members

Representing employers in designated trades

Don Bunch

Don Bunch has served as a board member since January 2004. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade. He obtained his apprenticeship training with Wel-Can Welding Ltd. in Red Deer. In 1981, he formed Bunch Welding Limited and has been owner and president of the company for more than 25 years, regularly employing more than 300 certified tradespeople and apprentices.

Don participated in Alberta apprenticeship committees, both local and provincial, and served as presiding officer of the welder trade. He was also an active member of the Apprenticeship Scholarship Fundraising Committee, and is very active in high school career days and information sessions.

Current Board Members

Representing employers in designated trades

James (Jim) Hill

Jim Hill has served as a board member since January 2002. He holds trade certificates in the sheet metal worker and roofer trades, and a Bachelor of Education degree from the University of Alberta. He is president of the Charlton & Hill group – an organization he has been employed within various capacities for over 35 years. The company provides roofing; metal fabrication; welding; and heating, ventilation and air-conditioning services in the Lethbridge area.

Jim is past president of the Alberta Roofing Contractors Association. He has been involved in provincial and local apprenticeship committees for the sheet metal worker trade. He is an active supporter of Lethbridge College and the University of Lethbridge.

Raymond E. Massey

Ray Massey has served as a board member since January 2002. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the painter and decorator trade. He obtained his painting experience with Taylor Decorating and the Calgary Housing Authority. In 1978, he formed Ray-Nor Painting & Decorating Ltd. He has been president of the company for 29 years, regularly employing between 20 and 30 certified painters and apprentices.

Ray participated in Alberta apprenticeship committees, both local and provincial, for 11 years, serving as presiding officer on each for six years. He has also participated in industry training workshops and labour studies since 1990. Ray was instrumental in the start up of the Alberta Painting Contractor's Association, serving as treasurer for two years and chair of the apprenticeship committee for several years. He was recently elected to serve a fifth term as president of the Alberta Painters and Decorators Association.

Ray also participates in other international service and corporate boards and related committee activities.

Current Board Members

Representing employees in designated trades

John G. Bond

John Bond has served as a board member since January 2004. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the cook trade. He has also obtained the designate of Certified Chef de Cuisine (C.C.C.) through a program of the Canadian Culinary Federation. John has worked in the cook trade for more than 30 years. He is currently a chef and assistant manager in Edmonton working for the Compass Group Company.

John is currently the membership director of the Canadian Culinary Federation - Edmonton Branch, and board member of the Alberta Culinary Arts Foundation.

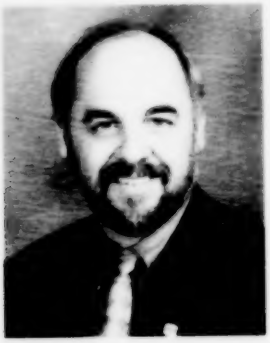
Silvana Poplawski

Silvana Poplawski has served as a board member since February 2005. She holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the hairstylist trade.

Silvana has been working in the hairstylist trade for 21 years, and is currently employed with Bell Avanti Hair in Edmonton. Before becoming a board member, Silvana was active in apprenticeship and industry training for 16 years. She was a member on both the local and provincial apprenticeship committees for the hairstylist trade and the presiding officer for the provincial apprenticeship committee. Silvana was a trade examiner and was involved in development of the provincial course outline and the National Occupational Analysis for the hairstylist trade. She is a coach for minor soccer and a community volunteer.

Current Board Members

Representing employees in designated trades



Rod D. Moore

Rod Moore has served as a board member since January 2002. He holds a trade certificate in the power systems electrician trade and the Alberta Achievement in Business Competencies (Blue Seal) certificate. He has completed a certificate in the Management Essentials Program through the University of Alberta, as well as several other management and supervisory certificate programs. Rod has also completed numerous courses in his field and has over 30 years experience in the electrical industry. He is employed as the director of EPCOR Transportation Services.

Jeffrey T. Norris

Jeffrey Norris has served as a board member since January 2004. He holds trade certificates with an Interprovincial Standards Red Seal endorsement in the welder and ironworker trades. He has been involved with the provincial apprenticeship committee for the ironworker trade and is an active supporter of apprenticeship and industry training initiatives.

Jeffrey has been a member of the International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Local Union 720 for more than 20 years working as a welder, ironworker and supervisor on construction and maintenance projects in the commercial and industrial sectors in Alberta. He is currently employed as the coordinator/training instructor for the Alberta Ironworkers Apprenticeship and Training Plan.

Current Board Members

Representing employers in non-trades occupations

Les Larocque

Les LaRocque has served as a board member since January 2002. He holds a diploma in mechanical engineering technology. He has 28 years experience in the mechanical contracting business as an estimator and project manager and is president of Botting & Associates Alberta Ltd., a mechanical contracting firm in Calgary.

Les is currently on the board of the Canadian Construction Association and chair of its Human Resources Committee. Les is a past chair of the Merit Contractors Association of Alberta and a past president of the American Society of Heating, Refrigerating and Air Conditioning Engineers – Southern Alberta Chapter.

H. A. (Hal) Williams

Hal Williams has served as a board member since January 2004. He holds a Bachelor of Science degree in mechanical engineering from the University of Alberta and is a registered professional engineer in Alberta.

Hal is currently the general manager of projects with Jacobs Industrial Services Ltd., the largest employer of unionized construction and maintenance trades labour in Canada. Prior to joining Jacobs in 2006, Hal spent four years with Lockerbie and Hole Inc. and 21 years with Kellogg Brown and Root, all in the northern Alberta heavy industrial construction marketplace.

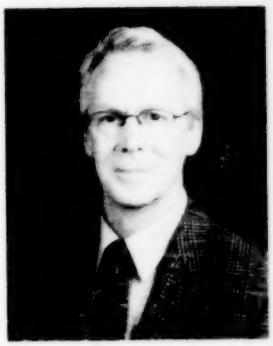
Hal has been involved with many industrial and community organizations. He is past chair of the Fabricators Council of the Tube and Pipe Association, current chair of the Operating Committee for the Woodvale Facilities, and vice president of the Millwoods Cultural Recreational Facilities Association.

Current Board Members

Representing employees in non-trades occupations

Gerald Clark

Gerald Clark has served as a board member since February 2005. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the electrician trade. Employed by Clark Builders, Gerald has worked in the electrical construction sector throughout western and northern Canada, Russia and China for 15 years. He has been manager of Human Resources for Clark Builders' field staff for ten years and employed as their safety manager prior to his current position.



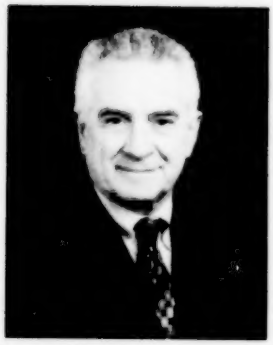
Ray Jeffery

Ray Jeffery has served as a board member since February 2005. He holds trade certificates in the heavy equipment technician, automotive service technician and parts technician trades. He is employed at Finning (Canada) where he currently has responsibility for learning and development.

Ray has served as presiding officer and member of both the provincial and local apprenticeship committees for the heavy equipment technician trade, and has been active for the last 31 years on various related industry and institute committees.

In 2001, Ray was awarded the Chairman's Award of Excellence by the Alberta Apprenticeship and Industry Training Board in recognition of his outstanding commitment to his trades and to the principles of apprenticeship through many years of service in the industry network.

Outgoing Board Member



Michael Atkin

Michael Atkin served as a board member representing employers in designated trades until December 31, 2006. He is a graduate of the National Automotive Dealers Academy (2004). Michael began his career in 1967 with the start up of the Anglo Canadian Racing Company, a company dealing in racing cars and parts. The company evolved, and he is now dealer principal of Anglo Canadian Motors in Edmonton representing Jaguar and Volvo.

Michael is a strong supporter of the apprenticeship and industry training system, employing more than 50 parts and service apprentices since 1990. Anglo Canadian Motors, under Michael's leadership, is the recipient of several President's Challenge Awards and numerous other customer satisfaction awards. Michael has held positions with the Motor Dealers' Association and the Edmonton Motor Dealers' Association. He has also been involved with the Elves Special Needs Society, Elves Housing Society, goodwill Society and various other organizations devoted to severely disabled children and young adults.

Commonly Used Terms

Achievement in Business Competencies (Blue Seal) Program
A program established to encourage and recognize the study of business by people certified in a designated trade or designated occupation.

Alberta Apprenticeship and Industry Training Board (the board)
Together with industry, the board sets Alberta's training and certification standards. It is comprised of a chair and an equal number of employers and employees who work together on behalf of the designated trades and occupations. Members of the board are appointed by the Lieutenant Governor in Council.

Apprentice
A person who is participating in an apprenticeship program under a contract of apprenticeship that is registered with Advanced Education and Technology.

Apprenticeship Update Newsletter
A primary vehicle for the Alberta Apprenticeship and Industry Training Board to provide information about Alberta's apprenticeship and industry training system and to inform employers, tradespeople, apprentices and trainees of changes in their trade or occupation. Also available online at **www.tradesecrets.gov.ab.ca**, the newsletter is published two or three times a year with a circulation of more than 80,000.

Block Release
The traditional method of delivering technical training to apprentices in Alberta. Apprentices leave work and go to school for a block of time, commonly eight weeks but may be longer or shorter depending on the trade, with fixed start and completion dates.

Certified Tradesperson/Certified Journeyperson
An individual who holds a trade certificate in a designated trade. A person becomes a certified tradesperson by successfully completing an apprenticeship program or by meeting other requirements established by the board. As another requirement, the board has established the Qualification Certificate Program under which tradespeople can demonstrate that their prior work experience, knowledge and skills meet Alberta's industry standards for certification.

Competency Based Apprenticeship Training (CBAT)
An approach to the technical training of apprentices, which allows each individual to progress through technical training at a rate determined by his/her own capabilities. Apprentices are able to exit technical training when they have completed the requirements.

Designated Occupation
An occupation designated under the *Apprenticeship and Industry Training Act* by the Minister of Advanced Education and Technology on the recommendation of industry and the Alberta Apprenticeship and Industry Training Board. Designated occupations have clearly identified competencies. When an individual has achieved the occupation's identified competencies, the Minister grants an Occupational Certificate. Participation in a designated occupation is voluntary and a certificate is not required by law for an individual to work in the occupation. There are seven designated occupations in Alberta.

Designated Trade
An occupation designated under the *Apprenticeship and Industry Training Act* by the Lieutenant Governor in Council on the recommendation of industry, the Alberta Apprenticeship and Industry Training Board, and the Minister of Advanced Education and Technology. The legislation provides for apprenticeship programs and certification of tradespeople as evidence that their qualifications meet the industry-established standards for the trade.

Distance Delivery
Most often characterized by the apprentice maintaining full-time employment and completing the theory portion of the program in their home location using telecommunication technology and scheduling their lab activities at a training provider's location at a time that fits their personal schedules.

Equivalency Document
A document that verifies a person has credentials that are recognized as equivalent to an Alberta trade or occupational certificate. An equivalency document may be granted to a person who holds a credential and whose skills and knowledge have been assessed as equivalent to Alberta standards.

Individual Learning Modules (ILMs)
Individual Learning Modules are self-contained learning materials specifically written for selected apprenticeship programs. Each module covers approximately four to eight hours of instruction and addresses one learning outcome in an apprenticeship technical training course outline.

Industry
Employers and employees in any particular sector or cluster such as construction, manufacturing, transportation or service.

Interprovincial Standards Red Seal Program
A program that provides mobility for skilled workers to move from one part of Canada to another. It encourages the standardization of provincial/territorial training and certification programs. In the red seal trades, certified tradespeople and completing apprentices may write an industry-developed interprovincial exam and, if successful, receive a red seal endorsement. The red seal allows qualified tradespeople to practice the trade in any province or territory in Canada where the trade is designated without having to write further examinations.

Journeyman Certificate
A trade certificate granted to apprentices who successfully complete an Alberta apprenticeship program.

Local Apprenticeship Committee (LAC)
LACs represent the 'grassroots' – the employers and employees of specific trades in local communities. They stay in touch with their trade in the local community, providing local information to their trade's provincial apprenticeship committee (PAC). The board appoints LAC members. Each LAC consists of a minimum of five people: a presiding officer, two members representing the interests of employers and two members representing the interest of employees.

Mobile Delivery
Apprentices attend technical training delivered by a post-secondary training provider in the employers' and apprentices' communities.

Occupational Certificate
A certificate granted to individuals who demonstrate they have achieved the specified competencies of a designated occupation.

Occupational Committee
Occupational committees make recommendations to the board on any matter concerning training and certification in their occupation. The board establishes or recognizes an occupational committee for each designated occupation. It normally consists of a presiding officer and an equal number of members representing the interests of employers and employees.

On-Site Delivery
An innovative form of mobile delivery in which apprentices attend technical training in a classroom located at a work site for a number of days per 10 day work rotation.

Prior Learning Assessment (PLA)
A process used to identify the learning an individual has acquired through life, work experiences and technical training. The individual's learning is assessed to determine where the learning matches the outcomes of apprenticeship or occupational training. Based on the results of the PLA, appropriate credit is given.

Provincial Apprenticeship Committee (PAC)
PACs are the link between the LACs of their trade and the board. They are responsible for recommending training and certification requirements and standards for their trade to the board. The board establishes a PAC for each trade. It consists of a minimum of nine people – a presiding officer, four members representing the interests of employers and four members representing the interest of employees.

Provisional Committee
Provisional committees make recommendations to the board in respect of applications for the designation of a trade or occupation. The board appoints a provisional committee when it is reviewing an application for the designation of a trade or occupation. It normally consists of a presiding officer and an equal number of members representing the interests of employers and employees in the proposed trade or occupation.

Qualification Certificate
A trade certificate issued to individuals who, through an assessment of their prior work experience, knowledge and skills in a designated trade or occupation, demonstrate they meet the standards set for certification in Alberta.

Registered Apprenticeship Program (RAP)
Allows a high school student to become an apprentice while attending school, earning credit toward both a high school diploma/credential and an apprenticeship program at the same time.

Record Book
The official record of an apprentice's progress in his/her apprenticeship program. It is used to record and monitor on-the-job training. It also provides a list of the tasks, activities and functions reflecting the scope of the trade to assist employers and apprentices in developing workplace training plans.

SuperNet Delivery
A form of distance delivery in which apprentices connect with instructors from their home location by a video-conferencing link.

Technical Training
The formal instructional and technical courses that are part of an apprenticeship program, delivered by various post-secondary training providers throughout Alberta.

Trade Certificate
Trade certificates include Journeyman Certificates and Qualification Certificates in designated trades, and certificates issued under previous legislation (certificate of proficiency, certificate of qualification). Trade certificates also include certificates that have been recognized as equivalent to a trade certificate granted under the Act (for example, a certificate with a red seal endorsement).

Trainee
A trainee is a person participating in a training program approved or recognized by the board in a designated occupation.

Weekly Apprenticeship Training System (WATS)
Technical training provided in short segments over an extended period of time (generally one day per week). The apprentice can remain employed full time while typically attending technical training one day a week. When enrolled in WATS, the apprentice usually lives and works near the training institution to commute easily.

Statistical Profiles

Statistical Profiles

Note:

As of 2001, the statistical tables and charts were changed to reflect the actual number of ***people*** involved in the Alberta apprenticeship and industry training system. In previous years, the data reflected the number of registrations, graduations and certificates issued rather than the number of apprentices registered and the number of certified individuals. The distinction is important. The first reflects the paper processed in a given period of time and the other reflects the number of people involved.

In the past, these numbers differed minimally. With the creation of various branches of individual trades and with the availability of multiple certifications within one trade, these numbers are increasingly divergent.

Please note that in 2003 the technical training information was also changed to reflect the ***school year***. Prior to 2003, technical training attendance was provided based on the ***calendar year*** for consistency with other calendar year data (e.g. registrations). The switch to school year data provides a more accurate reading of the technical training data.

As a result of these changes, the data provided in the tables and charts that follow will not correspond to the data provided in Alberta Apprenticeship and Industry Training Annual Reports published prior to the changes.

Table of Contents

Alberta Apprenticeship and Provincial Labour Force Statistics, 2001 - 2006 (Table 1)	48
Total Number of Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2001 - 2006 (Table 2)	49
Total and New Apprentices Registered by Branch, 2006 (Table 3)	51
New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2001 - 2006 (Table 4)	52
Total Number of Apprentices Registered by Year, 1985 - 2006 (Chart 1)	54
Age of Alberta Apprentices on Date of Registration in First Trade, 2006 (Chart 2)	55
Total Number of Individuals Certified, 2006 (Table 5)	56
Total Number of Completed Apprentices, Trainees Certified, and Individuals Issued Qualification Certificates, 2001 - 2006 (Table 6)	58
Technical Training Attendance by Institution and School Year, 2001-02 – 2006-07 (Table 7)	60
Total Number of Apprentices by Trade and Period (or Year) of Training, 2006 (Table 8)	61
Number of Apprentices Registered, Certified and Attending Technical Training by Apprenticeship and Industry Training Office Locations, 2006 (Table 9)	63
Industry Committee Meetings by Trade/Occupation, 2006 (Table 10)	64
Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2006 (Table 11)	66
Number of New Registrants in the Registered Apprenticeship Program (RAP) by Year, 1992 - 2006 (Chart 3)	68
Number of Apprentices Registered – Total, Apprentices and Women – 2006 (Table 12)	69

Table 1

Alberta Apprenticeship and Provincial Labour Force Statistics, 2001 - 2006

Total Apprentices Registered (all trades)	38,089	40,501	39,294	40,483	46,472	59,666	56.6%
New Apprentices Registered (all trades)	13,994	13,038	11,758	12,746	17,896	23,954	71.2%
Labour Force (thousands)	1,710.4	1,764.2	1,808.8	1,842.4	1,857.5	1,937.5	13.3%
Employed (thousands)	1,630.9	1,670.8	1,716.7	1,757.5	1,784.4	1,870.7	14.7%
Unemployed (thousands)	79.4	93.4	92.2	85.0	73.1	66.8	-15.9%
Unemployment Rate (%)	4.6%	5.3%	5.1%	4.6%	3.9%	3.4%	-1.2 percentage points

Source: *Alberta Advanced Education and Technology and Alberta Employment, Immigration and Industry*

Total Apprentices Registered: Total number registered as of December 31, 2006. Apprentices may be registered in more than one trade or branch of a trade within the same year but are counted here only once.

New Apprentices Registered: All apprentices registering during a single calendar year. The number includes those who are returning to do an additional apprenticeship after completing one or more apprenticeships in previous years, or continuing an apprenticeship in another trade for which they registered in a previous year. Apprentices who registered in more than one trade or branch of a trade within a specific year are counted only once. The number does not include re-instated apprentices (unless re-instated in the same year).

Table 2

Total Number of Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2001 - 2006*

Trade	2001	2002	2003	2004	2005	2006	2001-06 Average	2001-06 % Change
Agricultural Equipment Technician	87	91	114	154	167	197	135	126%
Applicance Service Technician	74	71	92	84	79	75	79	1%
Auto Body Technician	567	612	630	690	691	766	659	35%
Automotive Service Technician	2,392	2,659	2,761	2,929	3,003	3,422	2,861	43%
Baker	204	192	183	195	217	253	207	24%
Boilermaker	180	185	201	189	197	216	195	20%
Bricklayer	152	173	179	212	222	269	201	77%
Cabinetmaker	452	449	405	399	429	489	437	8%
Carpenter	2,720	2,898	2,877	3,091	3,432	4,297	3,219	58%
Communication Technician	423	380	284	257	273	318	323	-25%
Concrete Finisher	74	61	52	86	93	84	75	14%
Cook	1,028	1,032	1,059	990	999	1,120	1,038	9%
Crane and Hoisting Equipment Operator	1,215	1,330	1,408	1,679	2,009	2,663	1,717	119%
Electrical Motor Systems Technician	51	56	52	56	46	56	53	10%
Electrician	5,947	6,617	6,494	6,422	7,295	8,864	6,940	49%
Electronic Technician (Note 1)	58	48	33	26	12	4	30	-93%
Elevator Constructor	127	114	86	88	90	136	107	7%
Floorcovering Installer	53	49	36	55	70	115	63	117%
Gasfitter	166	176	246	278	302	318	248	92%
Glazier	136	159	156	156	166	197	162	45%
Hairstylist	1,776	1,902	1,883	1,984	2,082	2,252	1,980	27%
Heavy Equipment Technician	2,597	2,634	2,571	2,833	3,494	4,507	3,106	74%
Instrument Technician	1,401	1,550	1,346	1,289	1,444	1,797	1,471	28%
Insulator	531	694	558	461	521	620	564	17%
Ironworker	373	373	341	294	484	674	423	81%
Ironworker - Metal Building Systems Erector	89	85	60	74	90	84	80	-6%
Landscape Gardener	198	183	185	182	200	199	191	1%
Lather-Interior Systems Mechanic	106	92	87	91	91	116	97	9%
Locksmith	61	63	58	60	62	63	61	3%
Machinist	896	892	867	886	935	1,151	938	29%
Millwright	1,365	1,405	1,321	1,357	1,541	1,923	1,485	41%
Motorcycle Mechanic	125	134	138	174	214	246	172	97%
Outdoor Power Equipment Technician	22	52	64	84	81	85	65	286%
Painter and Decorator	155	170	150	154	150	164	157	6%
Parts Technician	662	641	613	651	697	841	684	27%
Plumber	2,168	2,463	2,606	2,722	3,040	3,702	2,784	71%
Power Lineman	199	254	278	289	343	454	303	128%

(continued)

Table 2 (continued)

Total Number of Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2001 - 2006*

Trade	2001	2002	2003	2004	2005	2006	2001-06 Average	2001-06 % Change
Power System Electrician	78	86	107	119	140	150	113	92%
Recreation Vehicle Service Technician	94	101	111	127	139	182	126	94%
Refrigeration and Air Conditioning Mechanic	436	476	495	533	547	620	518	42%
Rig Technician (Note 2)	N/A	N/A	N/A	N/A	446	2,116	N/A	N/A
Roofer	118	129	152	160	166	180	151	53%
Sawfiler	23	20	20	16	15	15	18	-35%
Sheet Metal Worker	829	887	971	944	1,026	1,192	975	44%
Sprinkler Systems Installer	233	247	244	239	238	280	247	20%
Steamfitter-Pipefitter	1,711	1,863	1,801	1,746	2,427	3,046	2,099	78%
Structural Steel and Plate Fitter	172	152	137	131	146	220	160	28%
Tilesetter	62	54	49	57	35	36	49	-42%
Tool and Die Maker (Note 3)	N/A	N/A	10	10	7	3	N/A	N/A
Transport Refrigeration Technician	47	49	48	48	46	48	48	2%
Water Well Driller	35	37	34	32	37	43	36	23%
Welder	5,421	5,461	4,641	4,700	5,796	8,798	5,803	62%
Total	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Source: *Alberta Advanced Education and Technology*

* Total number of apprentices registered as of December 31 each year. Apprentices may be registered in more than one trade or branch of a trade within the same year but are counted here only once.

N/A = Not Applicable. Data does not exist in one or more of the specified years .

Note 1: The designation of the trade of electronic technician is rescinded effective September 1, 2007. Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.

Note 2: Rig technician became a designated trade on June 1, 2005 and is being phased in over three years. Approximately 700 of the rig technician apprentices are from Canadian jurisdictions other than Alberta.

Note 3: Apprenticeship programs became available for the tool and die maker trade in 2003.

Table 3

Total and New Apprentices Registered by Branch, 2006

Auto Body Technician	Total Registered Apprentices	New Apprentices Registered
Prepper	16	6
Refinisher	109	25
Repairer	112	13
Technician (Note 1)	529	205
Total	766	249

Crane and Hoisting Equipment Operator	Total Registered Apprentices	New Apprentices Registered
Boom Truck		
Boom Truck	949	469
Wellhead Boom Truck	990	593
Mobile Crane	652	290
Tower Crane	72	49
Total	2,663	1,401

Heavy Equipment Technician	Total Registered Apprentices	New Apprentices Registered
Heavy Equipment Technician	3,682	1,467
Heavy Duty Equipment Mechanic (Off Road)	167	75
Transport Trailer Mechanic	157	73
Truck and Transport Mechanic	501	167
Total	4,507	1,782

Ironworker (Note 2)	Total Registered Apprentices	New Apprentices Registered
Ironworker	500	243
Metal Building Systems Erector	84	35
Reinforcing	67	65
Structural/Ornamental	107	102
Total	758	445

Outdoor Power Equipment Technician	Total Registered Apprentices	New Apprentices Registered
Power	27	11
Turf	3	2
Marine	20	3
Recreational	35	11
Total	85	27

Source: *Alberta Advanced Education and Technology*

Note 1: Apprentices registered in a ***single*** branch of the auto body technician trade are counted under the branch in which they are registered. Apprentices registered in ***two*** or ***three*** branches of the trade are counted under the 'Technician' heading.

Note 2: Two new branches of the ironworker trade were created as of July 4, 2006 - reinforcing and structural/ornamental. The number of total and new apprentices in the new branches of the trade may not match as an individual may have transferred into the branch from the full trade or another trade.

Table 4

New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2001 - 2006☆

Agricultural Equipment Technician	53	57	45	62	67	68	59	28%
Appliance Service Technician	29	26	37	18	21	28	27	-3%
Auto Body Technician	205	197	215	221	226	249	219	22%
Automotive Service Technician	766	846	758	795	799	1,117	847	46%
Baker	57	54	72	81	83	113	77	98%
Boilermaker	81	40	46	41	61	69	56	-15%
Bricklayer	41	67	49	69	83	76	64	85%
Cabinetmaker	129	119	114	115	138	161	129	25%
Carpenter	916	1,009	1,099	1,093	1,243	1,612	1,162	76%
Communication Technician	183	66	30	57	105	125	94	-32%
Concrete Finisher	38	23	19	46	37	31	32	-18%
Cook	404	381	391	355	417	452	400	12%
Crane and Hoisting Equipment Operator	705	641	686	885	1,146	1,401	911	99%
Electrical Motor Systems Technician	18	16	15	17	14	18	16	0%
Electrician	1,899	1,807	1,480	1,442	2,277	2,872	1,963	51%
Electronic Technician (Note 1)	19	8	8	3	1	0	7	-100%
Elevator Constructor	13	11	11	25	30	55	24	323%
Floorcovering Installer	21	16	7	32	33	62	29	195%
Gasfitter	58	77	121	86	112	126	97	117%
Glazier	45	62	43	45	64	70	55	56%
Hairstylist	806	847	893	921	958	961	898	19%
Heavy Equipment Technician	851	891	776	963	1,317	1,782	1,097	109%
Instrument Technician	559	580	302	341	530	650	494	16%
Insulator	161	316	110	96	209	204	183	27%
Ironworker	171	103	78	100	286	410	191	140%
Ironworker - Metal Building Systems Erector	40	38	22	46	48	35	38	-13%
Landscape Gardener	61	55	58	58	65	44	57	-28%
Lather-Interior Systems Mechanic	60	25	39	33	41	42	40	-30%
Locksmith	16	18	13	14	15	17	16	6%
Machinist	334	224	210	243	307	422	290	26%
Millwright	484	408	319	366	553	726	476	50%
Motorcycle Mechanic	40	49	52	77	82	92	65	130%
Outdoor Power Equipment Technician	24	38	31	35	28	27	31	13%
Painter and Decorator	58	66	56	63	56	53	59	-9%
Parts Technician	229	204	216	236	265	332	247	45%
Plumber	686	819	797	720	964	1,203	865	75%
Power Lineman	87	96	75	97	137	167	110	92%

(continued)

Table 4 (continued)

New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2001 - 2006*

Power System Electrician	36	43	41	32	59	53	44	47%
Recreation Vehicle Service Technician	32	44	46	46	45	72	48	125%
Refrigeration and Air Conditioning Mechanic	122	146	162	150	164	180	154	48%
Rig Technician (Note 2)	N/A	N/A	N/A	N/A	449	1,730	N/A	N/A
Roofer	41	39	59	63	53	57	52	39%
Sawfiler	3	5	7	3	3	6	5	100%
Sheet Metal Worker	260	284	299	242	324	391	300	50%
Sprinkler Systems Installer	70	69	61	62	77	90	72	29%
Steamfitter-Pipefitter	662	528	501	529	1,241	1,255	786	90%
Structural Steel and Plate Fitter	69	41	40	39	60	102	59	48%
Tilesetter	22	18	18	22	5	12	16	-46%
Tool and Die Maker (Note 3)	N/A	N/A	15	0	1	0	N/A	N/A
Transport Refrigeration Technician	18	9	9	13	22	16	15	-11%
Water Well Driller	19	15	10	17	10	22	16	16%
Welder	2,293	1,497	1,197	1,632	2,565	4,096	2,213	79%

Source: *Alberta Advanced Education and Technology*

N/A = Not Applicable. Data does not exist in one or more of the specified years.

* New apprentices include all apprentices registering during a single calendar year. The number includes those who are returning to do an additional apprenticeship after completing one or more apprenticeship programs in previous years, or continuing an apprenticeship in another trade for which they registered in a previous year. Apprentices who registered in more than one trade or branch of a trade within 2006 are counted here only once. The number does not include re-instated apprentices (unless re-instated in the same year).

Note 1: The designation of the trade of electronic technician is rescinded effective September 1, 2007. Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.

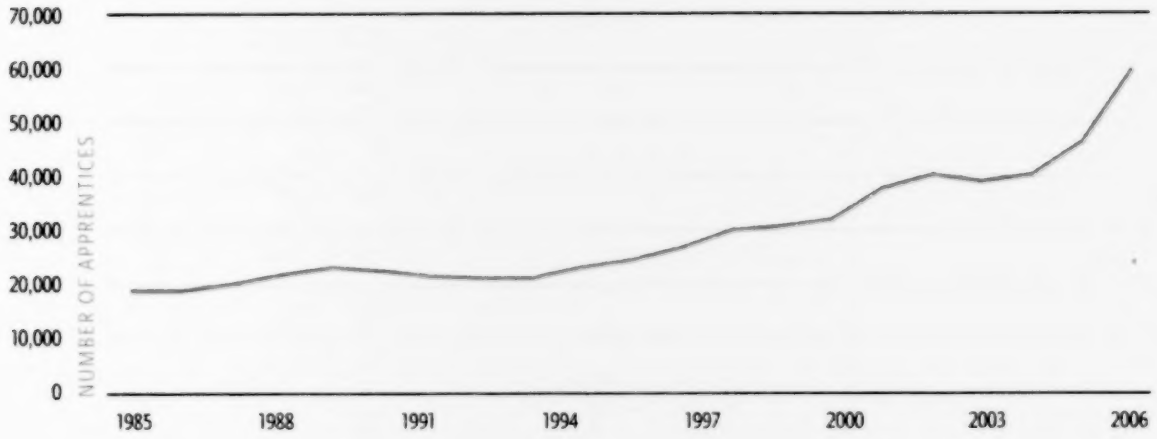
Note 2: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years. Approximately 527 of the newly registered rig technician apprentices are from Canadian jurisdictions other than Alberta.

Note 3: Apprenticeship programs became available for the tool and die maker trade in 2003.

Chart 1

Total Number of Apprentices Registered by Year 1985 - 2006*

59,666 apprentices were registered as of December 31, 2006



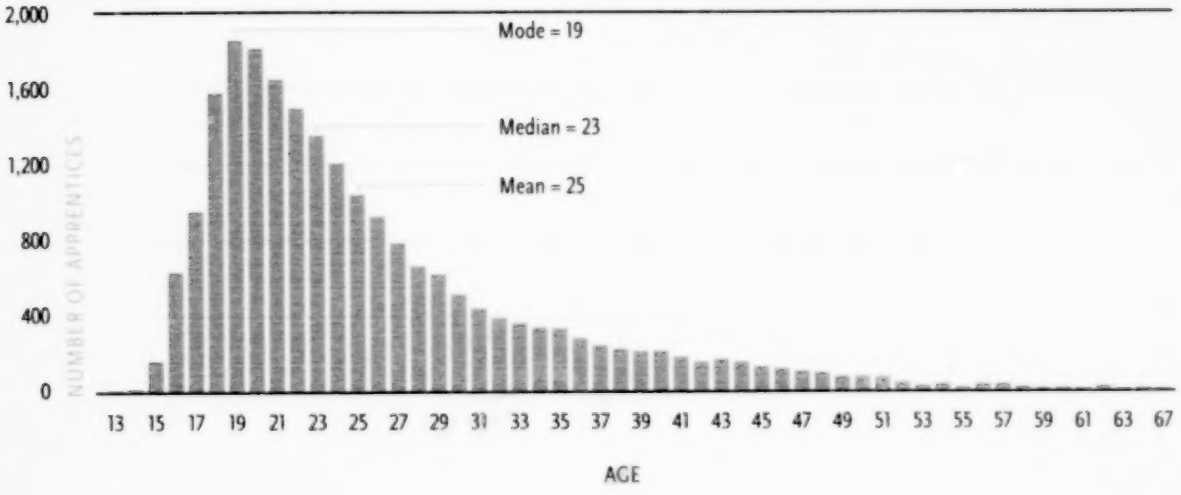
Source: *Alberta Advanced Education and Technology*

* This graph represents statistics covering a series of calendar years (January to December).

Chart 2

Age of Alberta Apprentices on Date of Registration in First Trade 2006*

Total number of Alberta apprentices registering in their first trade in 2006 = 21,455**



Source: *Alberta Advanced Education and Technology*

* Age at date of registration.

** The 21,455 total in the chart above includes only individuals registering in their first trade in Alberta in 2006. This number differs from the total number of new apprentices registered (23,954) as presented in Table 4. In Table 4, the number of new apprentices registered includes those who are returning to do an additional apprenticeship after completing one or more apprenticeship programs in previous years.

Mean - defined as the sum of the ages of all apprentices divided by the total number of apprentices involved, i.e., ***average age***.
Median - defined as the ***middle age*** category with an equal number of apprentices younger and older than this group.
Mode - defined as the largest age category or ***most frequent age*** of apprentices.

Table 5

Total Number of Individuals Certified, 2006*

Trade/Occupation	Journeyman Certificates Issued to Completed Apprentices and Occupation Certificates Issued	Interprovincial Red Seals Issued to Completed Apprentices and Trainees	Qualification Certificates (Note 1)	Equivalency Documents (Note 2)	Other Red Seals Issued (Note 3)
Agricultural Equipment Technician	20	18	0	0	1
Appliance Service Technician	12	10	2	2	3
Auto Body Technician**	84	52	29	1	20
Automotive Service Technician	339	294	31	70	36
Baker	28	9	2	0	2
Boilermaker	37	19	0	1	1
Bricklayer	14	9	1	1	2
Cabinetmaker	40	26	2	0	1
Carpenter	256	199	2	5	6
Communication Technician	62	N/A	3	0	N/A
Concrete Finisher	13	8	6	0	5
Cook	149	128	12	2	11
Crane and Hoisting Equipment Operator**	335	59	91	33	13
Electrical Motor Systems Technician	6	6	0	0	0
Electrician	907	678	150	31	156
Electronic Technician (Note 4)	4	1	0	0	0
Elevator Constructor	4	N/A	1	11	N/A
Floorcovering Installer	6	5	0	0	0
Gasfitter	72	N/A	16	23	N/A
Glazier	14	12	0	0	0
Hairstylist	534	325	51	44	84
Heavy Equipment Technician**	463	381	63	31	65
Instrument Technician	203	169	13	6	12
Insulator	52	19	1	0	1
Ironworker	37	24	156	39	156
Ironworker - Metal Building Systems Erector	3	N/A	7	0	N/A
Landscape Gardener	25	N/A	0	0	N/A
Lather-Interior Systems Mechanic	6	3	1	0	1
Locksmith	6	N/A	0	0	N/A
Machinist	122	107	1	2	3
Millwright	225	182	17	6	20
Motorcycle Mechanic	19	20	12	0	12
Outdoor Power Equipment Technician	6	N/A	1	0	N/A
Painter and Decorator	17	12	1	1	0
Parts Technician	100	94	10	1	10
Plumber	273	219	4	9	8
Power Lineman	44	35	8	3	9

(continued)

Table 5 (continued)

Total Number of Individuals Certified, 2006*

Trade/Occupation	Journeyman Certificates Issued to Completed Apprentices and Occupation Certificates Issued	Interprovincial Red Seals Issued to Completed Apprentices and Trainees	Qualification Certificates (Note 1)	Equivalency Documents (Note 2)	Other Red Seals Issued (Note 3)
Power System Electrician	29	N/A	10	3	N/A
Recreation Vehicle Service Technician	17	8	3	0	3
Refrigeration and Air Conditioning Mechanic	73	61	2	2	1
Rig Technician (Note 5)	0	N/A	1,363	0	N/A
Roofer	12	10	0	0	0
Sawfiler	7	N/A	0	0	N/A
Sheet Metal Worker	109	69	3	1	3
Sprinkler Systems Installer	34	23	0	0	0
Steamfitter-Pipefitter	265	230	703	33	722
Structural Steel and Plate Fitter	18	13	0	0	0
Tilesetter	5	0	0	0	0
Tool and Die Maker	0	0	0	1	0
Transport Refrigeration Technician	8	N/A	1	0	N/A
Water Well Driller	12	N/A	0	0	N/A
Welder	733	637	159	19	161
Total - Trades	**5,859**	**4,174**	**2,938**	**381**	**1,528**
Construction Craft Labourer	2	N/A	36	0	N/A
Gas Utility Operator	2	N/A	0	0	N/A
Oil and Gas Transportation Services	1	N/A	0	0	N/A
Steel Detailer	3	N/A	0	0	N/A
Warehousing	4	N/A	9	11	N/A
Well Testing Services Supervisor	4	N/A	2	0	N/A
Total - Occupations	**16**	**N/A**	**47**	**11**	**N/A**

Source: *Alberta Advanced Education and Technology*

* Individuals issued more than one certificate in 2006 are counted here only once.
** Indicates that some, not all, branches of this trade have a Red Seal designation.

N/A = Not Applicable.

Note 1: A Qualification Certificate is a certificate issued to individuals who, through an assessment of their prior work experience, knowledge and skills in a designated trade or occupation, demonstrate they meet the standards set for certification in Alberta. In 2006, 1,382 of the 2,985 Qualification Certificates issued, were issued with an Interprovincial Standards Red Seal.

Note 2: Equivalency documents were issued to recognize a certificate or document (e.g. a trade certificate obtained in another Canadian jurisdiction) as equivalent to a trade certificate granted under the *Apprenticeship and Industry Training Act* when the skills and knowledge on which that certificate or document is based have been deemed to be equivalent to those of an Alberta certified tradesperson in that trade. In 2006, 146 of the 392 Equivalency documents issued, were issued with an Interprovincial Standards Red Seal.

Note 3: These 1,528 Interprovincial Standards Red Seals were issued to individuals who achieved journeyperson status through a certification process such as the Qualification or Equivalency programs (i.e., without completing an apprenticeship program) or who successfully completed the interprovincial examination in Alberta rather than in the jurisdiction in which they were originally certified.

Note 4: The designation of the trade of electronic technician is rescinded effective September 1, 2007. Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.

Note 5: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years. Approximately 300 of the individuals who recived a Qualification Certificate in the rig technician trade were from Canadian jurisdications other than Alberta.

Table 6

Total Number of Completed Apprentices and Individuals Issued Occupation and Qualification Certificates, 2001 - 2006*

Agricultural Equipment Technician	34	15	17	4	19	20
Applicance Service Technician	12	15	11	10	11	14
Auto Body Technician	57	64	85	89	130	113
Automotive Service Technician	346	314	312	316	327	370
Baker	43	37	48	28	26	30
Boilermaker	12	20	21	26	24	37
Bricklayer	16	24	14	21	35	15
Cabinetmaker	38	31	54	44	33	42
Carpenter	193	213	241	246	252	258
Communication Technician	37	68	78	43	60	65
Concrete Finisher	10	19	7	9	16	19
Cook	153	134	139	165	193	161
Crane and Hoisting Equipment Operator	248	255	284	326	459	426
Electrical Motor Systems Technician	8	3	9	5	10	6
Electrician	567	684	700	825	1,007	1,057
Electronic Technician (Note 1)	9	5	8	7	7	4
Elevator Constructor	6	8	4	19	16	5
Floorcovering Installer	4	5	3	1	4	6
Gasfitter	50	43	34	41	70	88
Glazier	11	4	14	16	23	14
Hairstylist	421	432	508	600	611	585
Heavy Equipment Technician	490	664	623	437	417	526
Instrument Technician	110	145	204	186	194	216
Insulator	29	34	31	53	59	53
Ironworker	23	52	64	88	76	193
Ironworker - Metal Building Systems Erector	11	23	18	15	2	10
Landscape Gardener	22	21	20	23	20	25
Lather-Interior Systems Mechanic	3	0	5	7	17	7
Locksmith	4	5	0	3	5	6
Machinist	96	153	97	104	142	123
Millwright	221	190	219	191	235	242
Motorcycle Mechanic	14	26	24	19	36	31
Outdoor Power Equipment Technician	4	52	7	7	6	7
Painter and Decorator	29	16	16	21	18	18
Parts Technician	106	110	124	116	106	110
Plumber	151	206	275	279	326	277
Power Lineman	33	22	23	43	52	52

(continued)

Table 6 (continued)

Total Number of Completed Apprentices and Individuals Issued Occupation and Qualification Certificates, 2001 - 2006*

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Power System Electrician	8	14	15	32	28	39
Recreation Vehicle Service Technician	27	13	14	18	15	20
Refrigeration and Air Conditioning Mechanic	59	63	72	69	81	75
Rig Technician (Note 2)	N/A	N/A	N/A	N/A	N/A	1,363
Roofer	10	3	6	15	9	12
Sawfiler	7	5	5	1	4	7
Sheet Metal Worker	46	73	71	90	96	112
Sprinkler Systems Installer	13	25	23	36	31	34
Steamfitter-Pipefitter	101	131	156	249	477	968
Structural Steel and Plate Fitter	22	23	25	29	19	18
Tilesetter	4	5	9	9	6	5
Tool and Die Maker	0	3	1	0	0	0
Transport Refrigeration Technician	6	2	5	10	13	9
Water Well Driller	9	7	6	7	6	12
Welder	855	743	902	980	917	892
Total - Trades	4,788	5,222	5,651	5,978	6,746	8,797
Construction Craft Labourer	141	35	43	53	33	38
Gas Utility Operator	10	7	11	6	8	2
Oil and Gas Transportation Services	N/A	N/A	N/A	N/A	5	1
Steel Detailer	N/A	N/A	0	0	1	3
Warehousing	11	9	19	30	25	13
Well Testing Services Supervisor	N/A	N/A	N/A	N/A	5	6
Total - Occupations	162	51	73	89	77	63
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Source: *Alberta Advanced Education and Technology*

* Individuals issued more than one certificate in each year are counted here only once.

N/A = Not Applicable. Data does not exist in one or more of the specified years .

Note 1: The designation of the trade of electronic technician is rescinded effective September 1, 2007. Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.

Note 2: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years. Approximately 300 of the individuals who recived a Qualification Certificate in the rig technician trade were from Canadian jurisdications other than Alberta.

Table 7

Technical Training Attendance by Institution and School Year, 2001-02 - 2006-07*

Delmar College of Hair Design (Note 1)	119	117	115	125	113	106
Keyano College	461	456	482	471	545	607
Lakeland College	677	778	773	706	754	884
Lethbridge College	690	696	647	610	659	877
Marvel College (Note 1)	84	81	83	90	96	93
Medicine Hat College	294	339	315	320	446	591
Northern Alberta Institute of Technology (Note 2)						
Edmonton Campus	8,186	9,107	9,397	8,616	9,610	11,575
Fairview Campus	570	587	624	576	597	770
Grande Prairie Campus	N/A	N/A	N/A	193	231	291
Northern Lakes College	N/A	N/A	9	8	21	60
Olds College	203	206	199	226	258	281
Enform (Note 3)	77	108	195	248	291	203
Portage College	47	45	43	66	78	126
Red Deer College	1,683	1,906	1,795	1,820	2,154	2,750
Southern Alberta Institute of Technology	5,087	5,559	5,704	5,769	6,401	8,038
Other Training Providers (Note 4)	78	80	77	100	74	115

Source: *Alberta Advanced Education and Technology*

* These statistics cover the school year from August 1 to July 31 for each year represented.

Note 1: The Delmar College and Marvel College provide technical training for hairstylists. The hairstylist trade has a two-year apprenticeship program.

Note 2: Effective July 1, 2004, NAIT assumed responsibility for Fairview College and its Grande Prairie campus.

Note 3: Enform (previously Petroleum Industry Training Service) trains only crane and hoisting equipment operator - wellhead boom truck, which is a one-year apprenticeship program.

Note 4: Other training providers include:
ATCO Electric - is accredited to provide technical training for its power lineman apprentices.
British Columbia Institute of Technology - provides sawfiler training.
Fortisalberta.inc - (previously Aquila Networks Canada, Utilicorp Networks Canada and Trans Alta Utilities) is accredited to provide technical training for its power lineman apprentices.
Grande Cache Institution - provides training to inmates.

Note 5: In 2006, historical numbers were updated to reflect minor corrections to the data. The numbers represented in this board annual report, therefore, may not exactly match the totals represented in previous board annual reports.

Table 8

Total Number of Apprentices by Trade and Period (or Year) of Training, 2006*

Agricultural Equipment Technician	95	35	30	16	21	197
Applicance Service Technician	45	12	10	N/A	8	75
Auto Body Technician	332	331	31	N/A	72	766
Automotive Service Technician	1,245	558	768	438	413	3,422
Baker	121	45	26	N/A	61	253
Boilermaker	68	41	61	22	24	216
Bricklayer	76	110	59	N/A	24	269
Cabinetmaker	220	113	64	65	27	489
Carpenter	2,385	802	530	408	172	4,297
Communication Technician	121	50	52	18	77	318
Concrete Finisher	59	4	N/A	N/A	21	84
Cook	507	205	179	N/A	229	1,120
Crane and Hoisting Equipment Operator	2,163	0	133	N/A	367	2,663
Electrical Motor Systems Technician	23	10	3	11	9	56
Electrician	3,187	2,239	1,385	1,557	496	8,864
Electronic Technician (Note 2)	0	0	0	0	4	4
Elevator Constructor	0	0	6	1	129	136
Floorcovering Installer	83	27	N/A	N/A	5	115
Gasfitter	140	60	91	N/A	27	318
Glazier	80	53	35	23	6	197
Hairstylist	695	445	N/A	N/A	1,112	2,252
Heavy Equipment Technician	2,186	806	780	445	290	4,507
Instrument Technician	728	310	267	205	287	1,797
Insulator	351	134	87	N/A	48	620
Ironworker	491	81	26	50	26	674
Ironworker - Metal Building Systems Erector	73	11	N/A	N/A	0	84
Landscape Gardener	75	42	28	32	22	199
Lather-Interior Systems Mechanic	55	35	17	N/A	9	116
Locksmith	31	13	6	7	6	63
Machinist	395	318	220	149	69	1,151
Millwright	769	489	319	228	118	1,923
Motorcycle Mechanic	112	63	37	30	4	246
Outdoor Power Equipment Technician	36	17	5	16	11	85
Painter and Decorator	83	46	11	N/A	24	164
Parts Technician	431	218	155	N/A	37	841
Plumber	1,456	816	687	531	212	3,702
Power Lineman	212	130	71	N/A	41	454

(continued)

Table 8 (continued)

Total Number of Apprentices by Trade and Period (or Year) of Training, 2006*

Power System Electrician	24	13	48	52	13	150
Recreation Vehicle Service Technician	93	44	33	N/A	12	182
Refrigeration and Air Conditioning Mechanic	184	141	146	104	45	620
Rig Technician (Note 3)	1,747	305	64	N/A	0	2,116
Roofer	73	61	26	N/A	20	180
Sawfiler	7	1	2	5	0	15
Sheet Metal Worker	604	230	185	150	23	1,192
Sprinkler Systems Installer	115	65	61	N/A	39	280
Steamfitter-Pipefitter	1,677	758	321	211	79	3,046
Structural Steel and Plate Fitter	112	49	51	N/A	8	220
Tilesetter	22	6	2	N/A	6	36
Tool and Die Maker	2	0	1	N/A	0	3
Transport Refrigeration Technician	15	18	4	N/A	11	48
Water Well Driller	18	20	N/A	N/A	5	43
Welder	5,012	2,117	1,371	N/A	298	8,798

Source: *Alberta Advanced Education and Technology*

* These statistics are as of December 31, 2006.

N/A = Not all trades have four periods. The N/As indicate where there is no period in that trade.

Note 1: 9th Period Apprentices are those apprentices who have completed, or who have been granted credit for, all technical training requirements in their apprenticeship program. Industry examination and/or work experience/on-the-job training requirements for the trade have yet to be successfully completed.

Note 2: The designation of the trade of electronic technician is rescinded effective September 1, 2007. Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.

Note 3: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years.

Table 9

Number of Apprentices Registered, Certified and Attending Technical Training by Apprenticeship and Industry Training Office Locations, 2006*

Calgary	14,659	5,756	1,548	5,997
Lethbridge	1,885	743	223	745
Medicine Hat	1,893	774	207	716
Red Deer	5,192	2,210	633	2,193
Total - South Region	**23,629**	**9,483**	**2,611**	**9,651**
Bonnyville	1,287	436	131	475
Edmonton	23,919	9,615	2,169	8,629
Fort McMurray	2,907	1,246	233	945
Grande Prairie	2,946	1,324	266	986
Hinton	976	386	94	355
Peace River	781	297	75	322
Slave Lake	995	383	96	393
Vermilion	1,063	460	175	525
Total - North Region	**34,874**	**14,147**	**3,239**	**12,630**
Total - Regions	**58,503**	**23,630**	**5,850**	**22,281**
Interprovincial - Training Only (Note 1)	564	113	0	240
Interprovincial/International - Training and Certification (Note 2)	599	211	9	111
Total - Other	**1,163**	**324**	**9**	**351**

Source: *Alberta Advanced Education and Technology*

* This table represents statistics covering the January to December 2006 calendar year. Technical training in Table 7 is reported as school year. For this table only, the technical training statistics cover the calendar year for comparability within this table.

** Attendance reflects the number of technical training seats occupied.

Note 1: Alberta provides training for apprentices from other provinces and territories where the trade is designated but the jurisdictions are unable to provide technical training due to small apprentice registration numbers. Alberta does not issue these individuals a certificate. They are not counted in Table 5 under Completed Apprentices.

Note 2: Alberta registers apprentices and provides technical training to people from jurisdictions where no program exists. Alberta issues a certificate on completion of the program.

Note 3: Not all apprentices attend technical training in any given year. Approximately 65 per cent to 75 per cent of all registered apprentices in any year are eligible to attend a period of technical training. Of this number, approximately 80 per cent attend a period of technical training in a given year. The reasons apprentices do not attend technical training vary and include:

- some have successfully completed all of the technical training but do not have all of the required on-the-job training to be certified;
- some are still attending high school and are not able to attend technical training;
- some require upgrading before they are able to attend technical training;
- some have been registered within the previous six months and would not normally attend technical training until they had at least eight to 10 months of on-the-job training with their employer;
- some are graduates of accredited post-secondary technical programs and have received credit for their technical training;
- some are certified tradespeople in a related trade and have received credit for portions of the technical training in the trade in which they are an apprentice.

Table 10

Industry Committee Meetings by Trade/Occupation, 2006

Trade/Occupation	Provincial Apprenticeship Committees and Occupational Committees			Total - Local Apprenticeship Committees	Total - All Committees
	Full Committee Meetings	Provincial Apprenticeship Sub-Committees/ Occupational Sub-Committees (Note 1)	Total Provincial Apprenticeship/ Occupational Committees		
Agricultural Equipment Technician	1	5	6	N/A	6
Appliance Service Technician	1	5	6	1	7
Auto Body Technician	0	2	2	0	2
Automotive Service Technician	0	1	1	5	6
Baker	0	2	2	0	2
Boilermaker	0	1	1	N/A	1
Bricklayer	1	1	2	2	4
Cabinetmaker	2	2	4	2	6
Carpenter	1	2	3	4	7
Communication Technician	1	1	2	1	3
Concrete Finisher	1	1	2	N/A	2
Cook	1	7	8	4	12
Crane and Hoisting Equipment Operator	1	9	10	2	12
Electrical Motor Systems Technician	1	4	5	1	6
Electrician	1	7	8	5	13
Electronic Technician (Note 1)	0	0	0	0	0
Elevator Constructor	0	0	0	N/A	0
Floorcovering Installer	1	0	1	N/A	1
Gasfitter	0	0	0	0	0
Glazier	0	0	0	1	1
Hairstylist	2	4	6	6	12
Heavy Equipment Technician	0	11	11	6	17
Instrument Technician	0	2	2	1	3
Insulator	0	1	1	N/A	1
Ironworker	1	3	4	N/A	4
Landscape Gardener	1	4	5	0	5
Lather-Interior Systems Mechanic	1	1	2	N/A	2
Locksmith	0	2	2	1	3
Natural Gas Compression Technician*	2	3	5	N/A	5
Machinist	0	0	0	3	3
Millwright	0	6	6	3	9
Motorcycle Mechanic	0	3	3	1	4
Outdoor Power Equipment Technician	1	3	4	0	4
Painter and Decorator	1	1	2	1	3
Parts Technician	2	2	4	4	8
Plumber	1	3	4	2	6
Power Lineman	0	4	4	2	6

(continued)

Table 10 (continued)

Industry Committee Meetings by Trade/Occupation, 2006

Trade/Occupation	Provincial Apprenticeship Committees and Occupational Committees			Total - Local Apprenticeship Committees	Total - All Committees
	Full Committee Meetings	Provincial Apprenticeship Sub-Committees/ Occupational Sub-Committees (Note 1)	Total Provincial Apprenticeship/ Occupational Committees		
Power System Electrician	0	1	1	N/A	1
Railway Car Technician*	1	0	1	N/A	1
Recreation Vehicle Service Technician	1	3	4	3	7
Refrigeration and Air Conditioning Mechanic	1	1	2	1	3
Rig Technician	2	1	3	N/A	3
Roofer	2	0	2	N/A	2
Sawfiler	0	0	0	N/A	0
Sheet Metal Worker	0	2	2	3	5
Sprinkler Systems Installer	1	0	1	0	1
Steamfitter- Pipefitter	0	1	1	1	2
Structural Steel and Plate Fitter	0	1	1	N/A	1
Tilesetter	0	1	1	0	1
Tool and Die Maker	0	2	2	N/A	2
Transport Refrigeration Technician	0	0	0	N/A	0
Water Well Driller	0	0	0	N/A	0
Welder	2	2	4	1	5
Total - All Trades	**35**	**118**	**153**	**67**	**220**
Cathodic Protection*	1	0	1	N/A	1
Construction Craft Labourer	1	0	1	N/A	1
Electrologist*	1	0	1	N/A	1
Gas Utility Operator	0	0	0	N/A	0
Heat Treatment Technician*	2	0	2	N/A	2
Oil and Gas Transportation Services	0	0	0	N/A	0
Snubbing Services (Note 2)	1	0	1	N/A	1
Steel Detailer	0	0	0	N/A	0
Warehousing	2	1	3	N/A	3
Well Testing Services Supervisor	0	0	0	N/A	0
Total - All Occupations	**7**	**1**	**8**	**N/A**	**8**
Total - All Trades and Occupations (Note 3)	42	119	161	67	228

Source: *Alberta Advanced Education and Technology*

N/A: Not applicable refers to trades where local apprenticeship committees do not exist. Designated occupations do not have local committees.

* Denotes a Provisional Committee.

Note 1: The designation of the trade of electronic technician is rescinded effective September 1, 2007. Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.
Note 2: Snubbing Services became a designated occupation on January 1, 2007.
Note 3: Two of the PAC meetings were joint (one full committee meeting and one sub-committee meeting), therefore, they appear for each trade or occupation (parts technician and warehousing) but are only counted once in the final total.

Table 11

Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2006

Agricultural Equipment Technician	23	26	9
Appliance Service Technician	4	3	1
Auto Body Technician	53	73	32
Automotive Service Technician	203	270	127
Baker	9	11	3
Boilermaker	1	0	0
Bricklayer	7	10	3
Cabinetmaker	30	38	16
Carpenter	193	229	52
Communication Technician	3	2	1
Concrete Finisher	7	8	1
Cook	93	89	22
Crane and Hoisting Equipment Operator	2	4	5
Electrical Motor Systems Technician	0	1	0
Electrician	172	299	101
Electronic Technician (Note 2)	0	0	0
Elevator Constructor	0	0	0
Floorcovering Installer	5	6	1
Gasfitter	3	3	1
Glazier	3	6	3
Hairstylist	115	175	207
Heavy Equipment Technician	213	309	124
Instrument Technician	47	70	16
Insulator	2	3	0
Ironworker	3	1	0
Ironworker - Metal Building Systems Erector	2	0	0
Landscape Gardener	4	8	2
Lather-Interior Systems Mechanic	6	4	0
Locksmith	3	3	2
Machinist	25	47	21
Millwright	40	67	24
Motorcycle Mechanic	23	29	6
Outdoor Power Equipment Technician	9	10	0
Painter and Decorator	6	4	1
Parts Technician	24	44	28
Plumber	62	99	26
Power Lineman	9	9	3

(continued)

Table 11 (continued)

Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2006

Power System Electrician	0	0	0
Recreational Vehicle Service Technician	2	3	2
Refrigeration and Air Conditioning Mechanic	9	19	5
Rig Technician (Note 3)	0	0	0
Roofer	5	7	0
Sawfiler	0	0	0
Sheet Metal Worker	21	26	5
Sprinkler Systems Installer	0	6	5
Steamfitter Pipefitter	24	46	14
Structural Steel and Plate Fitter	3	6	4
Tilesetter	4	3	1
Tool and Die Maker	0	0	0
Transport Refrigeration Mechanic	1	1	1
Water Well Driller	0	2	2
Welder	311	448	216

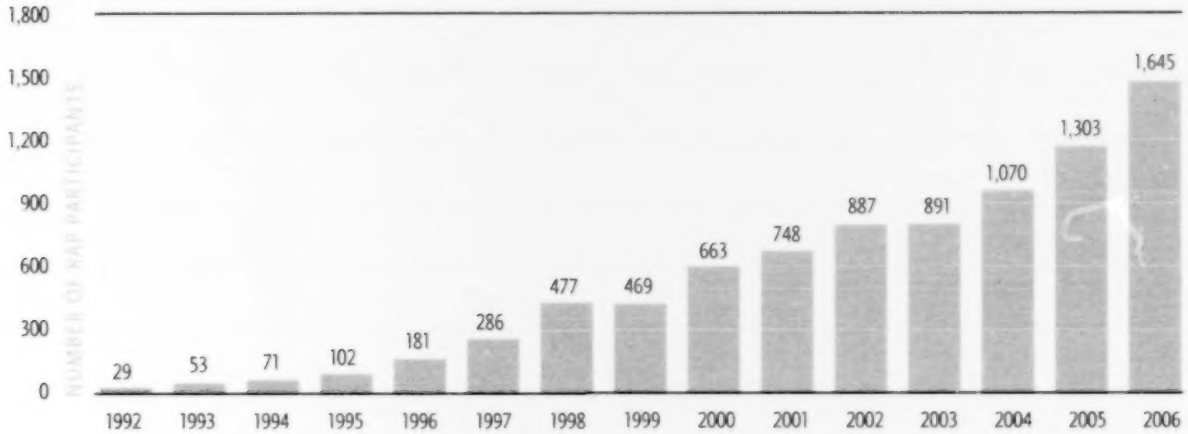
Source: *Alberta Advanced Education and Technology*

High School – RAP participants currently in high school.
Full Time – RAP participants who have completed high school and are now full time apprentices.
Certified – RAP participants who have completed their apprenticeship program and are now certified tradespeople.

Note 1: Total number of RAP participants certified since inception of program.
Note 2: The designation of the trade of electronic technician is rescinded effective September 1, 2007. Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.
Note 3: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years.

Chart 3

Number of New Registrants in the Registered Apprenticeship Program (RAP) by Year* 1992 - 2006



Source: *Alberta Advanced Education and Technology*

* This graph represents statistics covering a series of calendar years (January to December).

Table 12

Number of Apprentices Registered - Total, Aboriginal and Women - 2006*

Agricultural Equipment Technician	197	0	1
Appliance Service Technician	75	1	0
Auto Body Technician	766	14	37
Automotive Service Technician	3,422	41	105
Baker	253	3	146
Boilermaker	216	4	0
Bricklayer	269	6	3
Cabinetmaker	489	9	77
Carpenter	4,297	208	198
Communication Technician	318	4	18
Concrete Finisher	84	2	0
Cook	1,120	25	339
Crane and Hoisting Equipment Operator	2,663	36	46
Electrical Motor Systems Technician	56	0	1
Electrician	8,864	124	347
Electronic Technician (Note 1)	4	0	0
Elevator Constructor	136	1	1
Floorcovering Installer	115	1	2
Gasfitter	318	7	12
Glazier	197	1	2
Hairstylist	2,252	21	2,028
Heavy Equipment Technician	4,507	86	44
Instrument Technician	1,797	22	73
Insulator	620	21	92
Ironworker	674	64	16
Ironworker - Metal Building Systems Erector	84	2	1
Landscape Gardener	199	1	82
Lather-Interior Systems Mechanic	116	3	3
Locksmith	63	0	7
Machinist	1,151	10	45
Millwright	1,923	44	33
Motorcycle Mechanic	246	2	5
Outdoor Power Equipment Technician	85	3	5
Painter and Decorator	164	10	43
Parts Technician	841	11	257
Plumber	3,702	80	105
Power Lineman	454	9	2

(continued)

Table 12 (continued)

Number of Apprentices Registered - Total, Aboriginal and Women - 2006*

Power System Electrician	150	0	4
Recreation Vehicle Service Technician	182	2	7
Refrigeration and Air Conditioning Mechanic	620	7	6
Rig Technician (Note 2)	2,116	9	3
Roofer	180	10	3
Sawfiler	15	0	0
Sheet Metal Worker	1,192	24	47
Sprinkler Systems Installer	280	5	9
Steamfitter-Pipefitter	3,046	72	121
Structural Steel and Plate Fitter	220	3	7
Tilesetter	36	1	6
Tool and Die Maker	3	0	0
Transport Refrigeration Technician	48	1	1
Water Well Driller	43	1	1
Welder	8,798	251	475

Source: *Alberta Advanced Education and Technology*

* Total number of apprentices registered as of December 31. Apprentices may be registered in more than one trade or branch of a trade within the same year, but are counted here only once.

Note 1: The designation of the trade of electronic technician is rescinded effective September 1, 2007. Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.

Note 2: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years. Approximately 700 of the rig technician apprentices are from Canadian jurisdictions other than Alberta.

Award and Scholarship Recipients

Top Apprentice Awards 2005-2006

1	Shawn Arndt	Electrical Motor Systems Technician	Edmonton	Independent Pump & Motors
2	Matthew Austin	Appliance Service Technician	Spruce Grove	Robert's Appliance Service
3	Martin Badke	Locksmith	Edmonton	Edmonton Lock and Safe Inc.
4	Keith Baran	Boilermaker	Cold Lake	Boilermaker Apprenticeship Administration Agency
5	Cameron Batty	Parts Technician	Drumheller	Western Chev-Olds (1974) Ltd.
6	Trevor Birkett	Refrigeration and Air Conditioning Mechanic	Calgary	Gateway Mechanical Ltd.
7	Craig Black	Communication Technician	Calgary	Telus
8	Patrick Brackett	Crane and Hoisting Equipment Operator - Boom Truck	Calgary	Bradon Construction Ltd
9	Maasje Breukelman	Hairstylist	Neerlandia	Wil's Hair Design
10	Richard Butler	Automotive Service Technician	Drayton Valley	Kelvin's Car Care
11	Whan Chan	Floorcovering Installer	Edmonton	Can Am Interiors & Carpets
12	Bradley Comis	Auto Body Technician - Auto Body Refinisher	Calgary	Calgary Honda Auto Ltd.
13	Brett Corlett	Gasfitter (A)	Airdrie	Pipe Dream Mechanical Inc.
14	Joshua Crick	Carpenter	Bonnyville	Dwelling Places Inc.
15	Bradley Dean	Crane and Hoisting Equipment Operator - Wellhead Boom Truck	Riviere Qui Barre	Remote Wireline Services
16	Stephen Digiuseppe	Tilesetter	Edmonton	TMG Contractors
17	Darcy Doorten	Plumber & Gasfitter (B)	Edmonton	Watson Pool & Plumbing Service Ltd.
18	George Dyck	Heavy Equipment Technician - Truck and Transport Mechanic	La Crete	Fort Vermilion School Division
19	James Fisher	Glazier	Wembley	All West Northern Glass Ltd
20	Rebecca Gilhula	Baker	Banff	The Rimrock Resort Hotel
21	Kevin Glindon	Crane and Hoisting Equipment Operator - Mobile Crane	Okotoks	Bow City Crane
22	Christopher Graves	Steamfitter - Pipefitter	Alhambra	Bunch Welding Ltd.
23	Grant Hissett	Heavy Equipment Technician - Transport Trailer Mechanic	Lethbridge	Butte Grain Merchants Ltd.
24	Mark Holland	Water Well Driller	Sherwood Park	Holland Waterwells
25	Frederick Hume	Electrician	Cochrane	Shell Canada Ltd.
26	Dorothy Hunt	Landscape Gardener	Calgary	Valley Ridge Golf & Country
27	David Jones	Ironworker	Edmonton	Ironworkers Apprenticeship Administration Agency

Top Apprentice Awards 2005-2006 (continued)

28	Barry Kanobel	Cabinetmaker	Edmonton	Militech Millwork Ltd.
29	Darcy Knox	Heavy Equipment Technician	Calgary	Sterling Western Star Trucks Alberta Ltd.
30	Ryan Kranic	Transport Refrigeration Technician	Edmonton	Polar Mobility Research Ltd.
31	Shaughn Lalonde	Instrument Technician	Hinton	Panthers Control Ltd.
32	Brian Lefever	Machinist	Edmonton	Tri-Service Oilfield Manufacturing Ltd.
33	Trevor Lemoine	Welder	Stony Plain	Pentastar Energy Services Ltd.
34	Michael Link	Roofer	Calgary	Freeze Maxwell Roofing (Calgary)Ltd.
35	Alexander Litvakov	Heavy Equipment Technician - Heavy Duty Equipment Mechanic (Off Road)	Calgary	United Rentals
36	Randy Markel	Sprinkler Systems Installer	Edmonton	SimplexGrinnell
37	Malcolm McKirdy	Millwright	St. Albert	Black Cat Blades Ltd.
38	Colt Pierce	Lather - Interior Systems Mechanic	Edmonton	QSI Interiors Ltd.
39	Rodney Preston	Structural Steel and Plate Fitter	Edmonton	Dacro Industries Inc.
40	Paul Puim	Power System Electrician	Edmonton	Petro Canada (Refinery)
41	Robert Robertson	Insulator	Calgary	Art's Maintenance Service Ltd.
42	Doris Row	Painter and Decorator	Blackfalds	Western Painting & Decorating (1999) Ltd.
43	Mark Russer	Sawfiler	Manning	Manning Diversified Forest Products Ltd.
44	Debra Schneider	Cook	Red Deer	Parkvale Lodge
45	Murray Scott	Agricultural Equipment Technician	Didsbury	Greenline Equipment Sales Ltd.
46	Kevin Shaw	Recreation Vehicle Service Technician	Sherwood Park	Carefree Coach & R.V.
47	Jeremy Shipley	Auto Body Technician - Auto Body Repairer	Delburne	Classic Auto Body
48	Caleb Smith	Bricklayer	Edmonton	Walter Cook Masonry
49	Michael Vanderwal	Sheet Metal Worker	Lethbridge	Airtech Heating and Air Conditioning
50	William Veldhuizen	Motorcycle Mechanic	Coaldale	Lethbridge Yamaha
51	Dennis Wall	Concrete Finisher	Calgary	City of Calgary,Transportation, Roads
52	Hans Zieffle	Power Lineman	Medicine Hat	City of Medicine Hat

No top apprentices for the following trades: electronic technician, outdoor power equipment technician, rig technician, tool and die maker, elevator constructor.

2005-2006 Registered Apprenticeship Program (RAP) Scholarship Recipients

1	Alberta Building Trades Council/Construction Labour Relations - An Alberta Association RAP Scholarship	Kiernan Lamarche	Instrument Technician
2	Alberta-Pacific Forest Industries Inc. RAP Scholarship	Bryan Lumley	Electrician
3	Allan Askeland RAP Scholarship	Ryan Martin	Heavy Equipment Technician
4	Bill and Catharine Watson and Family RAP Scholarship	Darilyn Oerlemans	Plumber and Gasfitter B
5	Calgary Foundation- Cadmus Fund RAP Scholarship	William Ayrhart	Heavy Equipment Technician
6	Calgary Foundation- Cadmus Fund RAP Scholarship	Tyler Gates	Bricklayer
7	Christian Labour Association of Canada RAP Scholarship	Dustin Thomson	Heavy Equipment Technician
8	Construciton Labour Relations- An Alberta Association/ Alberta Building Trades Council RAP Scholarship	Kyle Laturnus	Electrician
9	Electrical Contractors Assocaition of Alberta RAP Scholarship	Philip Conley	Electrician
10	Electrical Contractors Assocaition of Alberta RAP Scholarship	Tyler Duncan	Electrician
11	Flint Energy Services Ltd. RAP Scholarship	Justin Perkins	Electrician
12	Fluor Constructors Canada Limited RAP Scholarship	Brett Cheyne	Instrument Technician
13	International Brotherhood of Boilermakers and the Boilermaker Training Trust Fund RAP Scholarship	Dustin Skwarchuk	Welder
14	Ironworkers Local 720 and Local 725 RAP Scholarship	Steven Treloar	Structural Steel and Plate Fitter
15	Jacobs Catalytic Ltd. RAP Scholarship	Brent Lauman	Electrician
16	KBR RAP Scholarship	Jason M. Avellana	Welder
17	Maxam Contracting Ltd. RAP Scholarship	Joel Michaud	Carpenter
18	Mechanical Contractors Association of Alberta RAP Scholarship	Jim Muzyka	Plumber and Gasfitter B
19	Merit Contractors Association RAP Scholarship	Aden Stefanowich	Welder
20	Modern Beauty Supplies Inc. RAP Scholarship	Carly Banman	Hairstylist
21	Motor Dealers' Association of Alberta RAP Scholarship	Craig Howe	Automotive Service Technician
22	NOVA Chemicals Corporation RAP Scholarship	William Scobie	Millwright
23	PCL Construction Group Inc. RAP Scholarship	Michael Hellinga	Steamfitter-Pipefitter
24	Shell Canada Limited RAP Scholarship	Steve Dion	Crane and Hoisting Equipment Operator
25	Syncrude Canada Ltd. RAP Scholarship	Christopher Fisher	Heavy Equipment Technician
26	The Sherwood Park Optimist Club RAP Scholarship	Kevin LeBlanc	Automotive Service Technician
27	TransCanada RAP Scholarship	Joel Kelts	Machinist
28	Alberta Apprenticeship and Industry Training Board RAP Scholarship	Matthew Aarsen	Heavy Equipment Technician
29		Andrew Adduono	Cook
30		Scott Agnew	Heavy Equipment Technician
31		Kirsten Ahlisch	Cook
32		Justin Ahnassay	Carpenter
33		Bailey Allen	Hairstylist
34		Tian Alsgard	Plumber and Gasfitter B
35		Martyn Appel	Welder
36		Kyle Baird	Power Lineman
37		Adam Baker	Electrician
38		Andrew Bakker	Landscape Gardener
39		Scott Balderson	Welder

2005-2006 Registered Apprenticeship Program (RAP) Scholarship Recipients (continued)

40	Alberta Apprenticeship and Industry Training Board RAP Scholarship (continued)	Adam Batchelor	Welder
41		Kyle Bauer	Electrician
42		Jordan Baxandall	Refrigeration and Air Conditioning Mechanic
43		Chanel Beattie	Hairstylist
44		Luke Beauchamp	Welder
45		Dustin Beck	Cabinetmaker
46		Riley Belyan	Heavy Equipment Technician
47		Tylor Bennett	Welder
48		Jagger Bertram	Electrician
49		Adam Bestilny	Heavy Equipment Technician
50		Daniel Bilyk	Electrician
51		Jeremy Bitzer	Welder
52		Angelina Blower	Hairstylist
53		Joshua Bolton	Heavy Equipment Technician
54		Michael Bowman	Machinist
55		Clayton Braun	Automotive Servie Technician
56		Kirk Brewster	Steamfitter-Pipefitter
57		Jackson Broadhead	Electrician
58		Alanna Brookwell	Hairstylist
59		Aidan Brown	Heavy Equipment Technician
60		Layne Brown	Machinist
61		Amanda Brown	Hairstylist
62		Tyler Brunner	Automotive Service Technician
63		Roberto Bulatao	Cook
64		Camilla Byzitter	Parts Technician
65		Selena Cadieux	Hairstylist
66		Denton Cain	Instrument Technician
67		Tanner Cairns	Motorcycle Mechanic
68		Donald Calhoun	Heavy Equipment Technician
69		Michael Campbell	Carpenter
70		Alexandre Campeau	Machinist
71		Dylan Carl	Plumber and Gasfitter B
72		Michael Charchuk	Plumber and Gasfitter B
73		Amanda Charlton	Hairstylist
74		Jamie Chen	Automotive Service Technician
75		Craig Chikie	Carpenter
76		James Christie	Agricultural Equipment Technician
77		Craig Clark	Heavy Equipment Technician
78		Taylor Coates	Welder
79		Grant Colantin	Heavy Duty Mechanic
80		Garrett Cook	Welder

2005-2006 Registered Apprenticeship Program (RAP) Scholarship Recipients (continued)

81	Alberta Apprenticeship and Industry Training Board RAP Scholarship (continued)	Benjamin Cosman	Millwright
82		Thomas Cote	Structural Steel and Plate Fitter
83		Carl Cote	Welder
84		Kyle Coulombe	Carpenter
85		Morten Coutts	Motorcycle Mechanic
86		Joel Cox	Automotive Service Technician
87		Andrew Currie	Heavy Equipment Technician
88		Matthew Czurlok	Machinist
89		Marc Daniels	Parts Technician
90		Casey Davis	Electrician
91		Andrew Dehod	Autmotive Service Technician
92		Ryan Denbok	Cabinetmaker
93		Cameron Dening	Welder
94		Mark Dewes	Plumber and Gasfitter B
95		Vanessa DeZutter	Hairstylist
96		Rick Dial	Welder
97		George Diamond	Welder
98		Cameron Dmytryshyn	Welder
99		Paul Dodd	Electrician
100		Alex Donnelly	Plumber and Gasfitter B
101		Pamela Doolittle	Hairstylist
102		Issac Dowuona	Electrician
103		Scott Doye	Autobody Repairer
104		Daniel Dube	Heavy Equipment Technician
105		Jamie Dul	Heavy Equipment Technician
106		Shane Duniece	Instrument Technician
107		Brayden Dwernychuk	Welder
108		Mark Dyck	Automotive Service Technician
109		Keaton Eastgaard-Croteau	Parts Technician
110		Jeffrey D. Edwards	Heavy Equipment Technician
111		Ivan Ell	Millwright
112		Carl Erdman	Welder
113		Cody Erdmann	Autobody Service Technician
114		Colby Fauville	Electrician
115		Tony Felder	Heavy Equipment Technician
116		Dustyn W. Fewchuk	Welder
117		Abbie Fletcher	Hairstylist
118		Lee Fowler	Welder
119		Kevin Fox	Electrician
120		Chad Fradette	Heavy Equipment Technician
121		Aimee Franke	Parts Technician

2005-2006 Registered Apprenticeship Program (RAP) Scholarship Recipients (continued)

122	Alberta Apprenticeship and Industry Training Board RAP Scholarship (continued)	Christopher Franzreb	Heavy Equipment Technician
123		Timothy Frederick	Agricultural Equipment Technician
124		Michael Friesen	Heavy Duty Mechanic
125		Miranda Froese	Hairstylist
126		Taylor Garden	Cook
127		Cody Garnett	Electrician
128		Brien Gehring	Applicance Service Technician
129		Colin Gendre	Instrument Technician
130		Kameron George	Electrician
131		Douglas Germain	Plumber and Gasfitter B
132		Nicholas Gibeau	Auto Body Technician
133		Bethany Giesbrecht	Welder
134		Tanner Gogel	Agricultural Equipment Technician
135		Kyle Gomboc	Carpenter
136		Jonathan Gould	Carpenter
137		Kyle Graham	Cabinetmaker
138		Derek Gross	Welder
139		Yvonne Gruenenfelder	Parts Technician
140		Page Guindon	Electrician
141		Patrick Gulay	Electrician
142		Benjamin Guliker	Carpenter
143		Jordy Guze	Mechanic
144		Carl Gwilliam	Cabinetmaker
145		Nathan Gyorkos	Automotive Service Technician
146		Sara Halge	Cook
147		Scott Hallam	Welder
148		Laura Hammer	Hairstylist
149		Brittney Hammond	Electrician
150		Tanner Hanasyk	Electrician
151		Travis Harding	Welder
152		Eric Harker	Heavy Equipment Technician
153		Graham Harrynuck	Heavy Equipment Technician
154		Kendra A. Hawley	Welder
155		Kyle Hayward	Cabinetmaker
156		Ashleigh Hemmerling	Hairstylist
157		Thomas D. Hennessey	Automotive Service Technician
158		Kelly Henrickson	Automotive Service Technician
159		Ashley Herrera	Hairstylist
160		Justin Hildebrandt	Electrician
161		Daniel Hilhorst	Carpenter
162		Damen Hiller	Autobody Technician

2005-2006 Registered Apprenticeship Program (RAP) Scholarship Recipients (continued)

163	Alberta Apprenticeship and Industry Training Board RAP Scholarship (continued)	Christopher Hilton	Welder
164		Monique Hinse	Hairstylist
165		Matthew Hoefels	Welder
166		Michael Hoffert	Auto Body Technician
167		Nicholas Hollemeyer	Auto Body Technician
168		Patrick Huber	Heavy Equipment Technician
169		Kevin Hulowski	Heavy Equipment Technician
170		Tyler Hulsman	Heavy Equipment Technician
171		Lindsay Hunter	Hairstylist
172		Jordan Huraj	Instrument Technician
173		Chelsey Hutchison	Hairstylist
174		Kyle Ingram	Electrician
175		David Isidoro	Electrician
176		Ryan Ison	Welder
177		Jonathan James	Heavy Equipment Technician
178		Karl Jamieson	Sheet Metal Worker
179		Daniel A. Jamieson	Automotive Service Technician
180		Bruce Janvier	Automotive Service Technician
181		Matthew Jenner	Electrician
182		Joel Jepson	Welder
183		Gavin Jewell	Heavy Equipment Technician
184		Taylor Jones	Heavy Equipment Technician
185		Travis Joslin	Automotive Service Technician
186		William Kampert	Heavy Equipment Technician
187		Brennan Keller	Agricultural Equipment Technician
188		Alexander Kent	Automotive Service Technician
189		Kelsey Kerschbaumer	Welder
190		Spencer Khattab-Smith	Welder
191		Grant Killeen	Electrician
192		Jordan Kliachik	Machinist
193		Roy Klopstra	Carpenter
194		Alan Knapp	Automotive Service Technician
195		Kevin Koustrup	Electrician
196		Matthew Krahn	Machinist
197		Jeffrey Kravic	Auto Body Technician
198		Jeremy Krolouski	Heavy Equipment Technician
199		Adrian Kubitza	Machinist
200		Matthew Kuehn	Welder
201		Craig Kuffa	Carpenter
202		Ashley Kuzio	Hairstylist
203		Joshua Laflamme	Parts Technician

2005-2006 Registered Apprenticeship Program (RAP) Scholarship Recipients (continued)

204	Alberta Apprenticeship and Industry Training Board RAP Scholarship (continued)	Josh Leclaire	Electrician
205		Brayden Lendvay	Auto Body Technician
206		Christopher Lenfesty	Parts Technician
207		Garret Leskiw	Heavy Equipment Technician
208		Jennifer Lesnik	Heavy Equipment Technician
209		Jason Leussink	Heavy Equipment Technician
210		Cody Leys	Welder
211		Justin Lieverse	Welder
212		Kyle Lind	Welder
213		Kyle Lokseth	Instrument Technician
214		Ian Lonsbury	Automotive Service Technician
215		Jeffrey Loucks	Electrician
216		Mandy Luce	Hairstylist
217		Thomas MacDonald	Carpenter
218		Yvonne Maciejewski	Hairstylist
219		Ian MacNabb	Auto Body Technician
220		Justin Manning	Heavy Equipment Technician
221		Andrew Mardon	Baker
222		Brendan Marin	Automotive Service Technician
223		Travis Marks	Welder
224		Jonathan Marois	Automotive Service Technician
225		Mathew Martin	Landscape Gardener
226		Ryan Martin	Instrument Technician
227		Justin Mattson	Heavy Equipment Technician
228		Sean McCarthy	Autobody
229		Justin McConnell	Welder
230		Trevor McKertcher	Automotive Service Technician
231		Vaughan McMillan	Hairstylist
232		Kevin McPherson	Cabinetmaker
233		Craig McRae	Heavy Equipment Technician
234		Robin Metsemakers	Heavy Equipment Technician
235		Jonathan Mills	Carpenter
236		Kyle Minns	Carpenter
237		Jay Mitchel	Electrician
238		Randal Molzan	Electrician
239		Nicholus Monaghan	Automotive Service Technician
240		Ashely Moore	Hairstylist
241		Brandon Motz	Machinist
242		Doyle Murphy	Electrician
243		Ryan Muzyka	Automotive Service Technician
244		Scott Myck	Carpenter

2005-2006 Registered Apprenticeship Program (RAP) Scholarship Recipients (continued)

	Program	Recipient	Trade
245	Alberta Apprenticeship and Industry Training Board RAP Scholarship (continued)	Raylene Nanninga	Hairstylist
246		Joshua Nanson	Automotive Service Technician
247		Kyle Nawrocki	Cabinetmaker
248		Sean Nebo	Electrician
249		Kayla Needham	Welder
250		Dylan J. Neil	Millwright
251		Kyle Ness	Electrician
252		Matthew Nicholson	Welder
253		Tyler Nickerson	Heavy Equipment Technician
254		Blair Nieman	Automotive Service Technician
255		Adam Norris	Welder
256		Amanda Oczkowski	Cook
257		Heather Ogle	Hairstylist
258		Brett Olenik	Heavy Equipment Technician
259		Skye Orvis	Carpenter
260		Logan Otte	Cook
261		Thomas Ovinge	Heavy Equipment Technician
262		Jamie Palmer	Automotive Service Technician
263		Travis Papp	Heavy Equipment Technician
264		Michael Parkinson	Heavy Equipment Technician
265		Austin Pasemco	Carpenter
266		Curtis Peck	Electrician
267		Shalene Pelkey	Cook
268		Russell Penman	Heavy Equipment Technician
269		Steven Penner	Automotive Service Technician
270		Ken Perlik	Agricultural Equipment Technician
271		Justin Peters	Carpenter
272		Noelyn Petterson	Welder
273		Farron Phillips	Hairstylist
274		Curtis Plested	Plumber and Gasfitter B
275		Ryan Potter	Cabinetmaker
276		Corey Prediger	Heavy Equipment Technician
277		Justin Prefontaine	Parts Technician
278		Clayton Prenioslo	Welder
279		Kyle Primeau	Automotive Service Technician
280		Benjamin Quintin	Cook
281		Jarid Rattai	Welder
282		Rodney Raugust	Automotive Service Technician
283		Joseph Regehr	Auto Body Technician
284		Nicholas Rice	Welder
285		Kristopher Ring	Welder

2005-2006 Registered Apprenticeship Program (RAP) Scholarship Recipients (continued)

286	Alberta Apprenticeship and Industry Training Board RAP Scholarship (continued)	Janelle Ristesund	Parts Technician
287		Brett Robertson	Carpenter
288		Joshua Robinson	Carpenter
289		Riley Robinson	Automotive Service Technician
290		Kyle Roeske	Heavy Equipment Technician
291		James Runciman-Smith	Welder
292		Andrew Rupp	Automotive Service Technician
293		Brady Russell	Welder
294		Matthew Santerre	Welder
295		Kelly Sarnecki	Hairstylist
296		Justin Saruwatari	Instrument Technician
297		Cody Sarvas	Instrument Technician
298		Carl Sauve	Welder
299		Kyle Saville	Welder
300		Jason Sawyer	Welder
301		Tyson Schatschneider	Electrician
302		Derek Schlachter	Heavy Equipment Technician
303		Nick Schlodder	Automotive Service Technician
304		Aaron Schmaltz	Millwright
305		Jesse Schmidt	Motorcycle Mechanic
306		Kory Schmidt	Electrician
307		James Schow	Heavy Equipment Technician
308		Darryl Schroter	Carpenter
309		Cody Schweitzer	Carpenter
310		Gordon Scott	Carpenter
311		Spencer Seabrook	Heavy Equipment Technician
312		Darcy Servant	Welder
313		Jordan Sevigny	Refrigeration and Air Conditioning Mechanic
314		Jonathan Shephard	Electrician
315		Mike Sheret	Instrument Technician
316		Michael Sherk	Heavy Equipment Technician
317		Todd Shewchuk	Welder
318		Charles Sigouin	Automotive Service Technician
319		Tyler J. Sluggett	Auto Body Technician
320		Nathan Small	Mechanic
321		Justin Smid	Heavy Equipment Technician
322		Charles Smith	Welder
323		Colin Smith	Machinist
324		Riley Smith	Heavy Equipment Technician
325		Trent Smith	Welder
326		Jovan Sobic	Automotive Service Technician

2005-2006 Registered Apprenticeship Program (RAP) Scholarship Recipients (continued)

327	Alberta Apprenticeship and Industry Training Board RAP Scholarship (continued)	Jason Soch	Carpenter
328		Phillip Sore	Automotive Service Technician
329		Desmond Sowinski	Motorcycle Mechanic
330		Peyton Spady	Instrument Technician
331		Robert Spensley	Welder
332		William St. Amour	Plumber and Gasfitter B
333		Michelle Stacey	Electrician
334		Richard Stark	Plumber and Gasfitter B
335		Kyle Stefura	Welder
336		Mark Steier	Plumber and Gasfitter B
337		Catlin Stewart	Welder
338		Stephen Strampel	Welder
339		Scott Strang	Machinist
340		Joshua Straub	Carpenter
341		Jason Strilchuk	Heavy Equipment Technician
342		Mark Strobl	Automotive Service Technician
343		Christopher Styan	Carpenter
344		Brendan Sutcliffe	Carpenter
345		Marco Sutter	Welder
346		Calvin Sutton	Heavy Equipment Technician
347		Jared Tanguay	Heavy Equipment Technician
348		Donavan Taylor	Instrument Technician
349		Tara Taylor	Electrician
350		Tim Taylor	Carpenter
351		Scott Tegenkamp	Automotive Service Technician
352		Justin Tersteeg	Carpenter
353		Tyler Thiessen	Machinist
354		James Todd	Heavy Equipment Technician
355		Dustin Toliver	Carpenter
356		Kevin Torie	Auto Body Technician
357		Michael Touchette	Electrician
358		Kyle Travnik	Millwright
359		Tavis Turner	Millwright
360		Marc Tyshynski	Auto Body Technician
361		Jeremy Urlacher	Electrician
362		Christopher Vair	Heavy Equipment Technician
363		Lloyd Van Maanen	Cabinetmaker
364		Kevin Van Slyke	Carpenter
365		Alex vande Bruinhorst	Automotive Service Technician
366		Brian Vanee	Heavy Equipment Technician
367		Donovon Vanstone	Crane and Hoist (Book Truck)
368		Logan Vinson	Heavy Equipment Technician

2005-2006 Registered Apprenticeship Program (RAP) Scholarship Recipients (continued)

369	Alberta Apprenticeship and Industry Training Board RAP Scholarship (continued)	Chad Vint	Electrician
370		Christopher Visser	Heavy Equipment Technician
371		Carlo Vleeming	Carpenter
372		Kurtis Vold	Welder
373		Dustin Vossler	Heavy Equipment Technician
374		Trevor Wakefield	Agricultural Equipment Technician
375		Brett Walker	Welder
376		Cameron Walsh	Agricultural Equipment Technician
377		Benjamin Waugh	Cabinetmaker
378		David Wayne	Cook
379		Jordan Wesolowsky	Automotive Service Technician
380		Rowland West	Welder
381		Cory Westwick	Welder
382		Justin Wharren	Welder
383		Mike White	Welder
384		Mitchell Wilhelm	Electrician
385		Barry Williams	Welder
386		Joel Willick	Welder
387		Jayme Wilson	Electrician
388		Josh Wilson	Automotive Service Technician
389		Michael Wiseman	Instrument Technician
390		Brandon Yarmuch	Plumber and Gasfitter B
391		Chase Yates	Carpenter
392		Emil Yim	Cook
393		Brendon Younie	Plumber and Gasfitter B
394		Michael Zarowny	Sheet Metal Worker
395		Jeremy Zinter	Plumber and Gasfitter B
396		Rilan Zook	Carpenter

2006 Alberta Apprenticeship and Industry Training Scholarship Recipients

1	Al McCagherty Memorial Scholarship	Theodore Johnson	Heavy Equipment Technician
2	Alberta Building Trades Council and Construction Labour Relations – An Alberta Association Scholarship	Junko Sadahiro	Baker
3	Alberta Building Trades Council Scholarship	Jeremy Tailleur	Steamfitter-Pipefitter
4	Alberta Construction Association/Thygesen Apprentice Scholarship	Stephen Dickson	Automotive Service Technician
5		Rodney Rysavy	Carpenter
6		Burke Stoller	Carpenter
7		Brendon Anderson	Electrician
8		Troy Dooley	Electrician
9		Stefan Roock	Glazier
10		Abram Doerksen	Heavy Equipment Technician
11		Ryan Sinfield	Instrumentaion
12		Benjamin Bloemendaal	Ironworker
13		Shane Yachimec	Millwright
14		Jeffrey Crush	Millwright
15		Jason Billings	Painter and Decorator
16		Christopher Butler	Plumber and Gasfitter B
17		S. Keith Funk-Froese	Sheet Metal Worker
18		Danielle Morin	Structural Steel and Plate Fitter
19		Chris McInroy	Welder
20	Alberta Ironworkers Apprenticeship and Training Plan Scholarship	Ryan Bartsch	Ironworker
21	Albian Sands Energy Apprenticeship Scholarship	Frank Herbrig	Plumber and Gasfitter B
22	Alex Munro Aboriginal Apprenticeship Scholarship	Nicholas D. Adams	Auto Body Technician
23	Algoin Metal Industries Ltd. Gino Bianchini Memorial Scholarship	Matthew Spruyt	Sheet Metal Worker
24	Arpi's Scholarship	Brian Coles	Sheet Metal Worker
25	ATCO Power Ltd. Scholarship	John de Wit	Millwright
26	Athabasca Oil Sands Project Excellence Award	Shawn McDermid	Electrician
27	AWMAC – Northern Alberta Chapter Scholarship	Daniel Fehr	Cabinetmaker
28	AWMAC – Southern Alberta Chapter Scholarship	Ward Webber	Cabinetmaker
29	Bill (Curly) Watson Memorial Award	Ed Keil	Steamfitter-Pipefitter
30	Bob Stollery Apprentice Scholarship	Rochelle Parr	Carpenter
31		Jeff Kirstein	Carpenter
32		Neil Doris	Electrician
33		Scott Eyben	Electrician
34		Blair Chouinard	Millwright
35	Boilermaker Apprenticeship Administration Agency Scholarship	Jordan Hoopfer	Welder
36	Bunch Welding Schlarship	Darren Gillies	Crane & Hoisting Equipment Operator (Boom Truck)
37	C.L. (Pat) Hill / Charlton & Hill Ltd. Scholarship	Scott McDougall	Sheet Metal Worker

2006 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

38	Calgary Construction Association – Bob Scrimgeour Scholarship	Myles Ralph	Plumber and Gasfitter B
39	Calgary Construction Association – Greg Davidson Scholarship	Robert Pierson	Electrician
40	Calgary Construction Association – Ken Kennedy Scholarship	Gerald A. Warshawski	Heavy Equipment Technician
41	Calgary Construction Association – Ken Trueman Scholarship	Joseph Cyr	Carpenter
42	Calgary Construction Association – Pat Barry Scholarship	Jason Van de Water	Electrician
43	Calgary Motor Dealers Association Scholarship	Richard Walker	Automotive Service Technician
44	Canadian Institute of Steel Construction – Alberta Region Scholarship	Jarrett Wallace	Welder
45	Canem Systems Ltd. Scholarship	Mark Innes	Electrician
46	Canyon Plumbing & Heating Ltd. Scholarship	Kevin Boldt	Plumber and Gasfitter B
47	Centaur Subaru Scholarship	Jared Battrick	Automotive Service Technician
48	Chemco Electrical Contractors Ltd. Scholarship	Marc Triggle	Electrician
49	Christian Labour Association of Canada Scholarship	Curtis Carriere	Ironworker
50	Clearwater Welding & Fabricating Ltd. Scholarship	Christa Bahsler	Welder
51	Clifford J. Williams Scholarship	Shea Long	Plumber and Gasfitter B
52	Comstock Canada Scholarship	Paul Germain	Electrician
53	Construction Labour Relations – An Alberta Association – R. Neil Tidsbury Scholarship	Clint Ferriss	Instrument Technician
54	Construction Labour Relations – An Alberta Association and Alberta Building Trades Council Scholarship	Todd Massey	Refrigeration & Air Conditioning Mechanic
55	Construction Labour Relations – An Alberta Association Scholarship	Patrick Sheehan	Electrician
56		Avery Thoen	Millwright
57		Keith Bradley	Plumber and Gasfitter B
58	David Fagan Memorial Scholarship	Darcy Actemichuk	Welder
59	ECAA & North West Chapter Alberta Apprenticeship Scholarship	Tim Pinsent	Electrician
60	Edmonton Pipe Trades Educational Trust Fund Local #488 Scholarship	Timothy Raho	Sprinkler Systems Installer
61	Edward R. Rewucki Scholarship	Robert J. Hood	Automotive Service Technician
62	Edwards Garage Scholarship	Bryan Hansen	Parts Technician
63	Electrical Contractors Association of Alberta Scholarship	Timothy McLachlan	Electrician
64	EnCana Corporation Aboriginal Scholarship	Carla Jones	Carpenter
65	EPCOR Aboriginal Scholarship	Steven Kilkenny	Carpenter
66	ExxonMobil Canada Scholarship	Stephen Goodzeck	Heavy Equipment Technician
67	Ferguson Glass Scholarship	Dustin Moroz	Glazier
68	First Canadian Insurance Corporation Scholarship	Chris Hunter	Automotive Service Technician
69	First North Catering Scholarship	John M Hontaryk	Cook
70	Fluor Constructors Canada Ltd. Scholarship	Laurel Tokuda	Electrician
71		Patrick Medynski	Millwright
72		Donald Nowak	Electrician
73	G. Peterson Scholarship	Stephanie Puttick	Machinist
74	General Presidents' Maintenance Committee Apprentice Scholarship	Prescilla Vaudry	Painter and Decorator

2006 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

	Sponsor	Recipient	Trade
75	Grande Prairie Auto Dealers Association Scholarship	Joel Peters	Automotive Service Technician
76	Heninger Toyota Scholarship	Chris Lunden	Automotive Service Technician
77	IBEW Local #424 / ECAA Alberta Apprenticeship Scholarship	Geoffrey Millar	Electrician
78	Industrial Contractors Association of Canada Scholarship	Brandon Bultena	Carpenter
79		Dustin Goertz	Carpenter
80	J.B (Bernie) Quinn Memorial Scholarship	Brooke O. Price	Steamfitter-Pipefitter
81	Kellogg Brown and Root (Canada) Company Scholarship	Scott Oxtoby	Welder
82	Ledcor Scholarship	Louise Tompkins	Electrician
83	Lehigh Inland Cement Limited George Ritz & George Street Memorial Scholarship	Peter Collins	Electrician
84	Lennox Canada Inc. Scholarship	Ryan Ibbotson	Sheet Metal Worker
85	M & M Dabrowski Scholarship	Shelley Allinson	Plumber and Gasfitter B
86	Masonry Contractors Association of Alberta Scholarship	Gary Burke	Bricklayer
87		Jeffrey Earl	Bricklayer
88	Maxam Contracting Ltd. Scholarship	Trevor Watters	Floorcovering Installer
89	MDA Education Foundation Apprentice Scholarship	Mike Anselmo	Automotive Service Technician
90		Aaron Fauser	Automotive Service Technician
91		Chris Epp	Automotive Service Technician
92	Mechanical Contractors Association of Alberta – Anderson Family Scholarship	Marvin Long	Plumber and Gasfitter B
93	Mechanical Contractors Association of Alberta – Cameron A. Wright Scholarship	Brett McGuire	Plumber and Gasfitter B
94	Mechanical Contractors Association of Alberta – Frederick 'Jack' Deeves Scholarship	Derek Lukacs	Plumber and Gasfitter B
95	Mechanical Contractors Association of Alberta – Gary L. Ellenton Scholarship	Wei Li	Plumber and Gasfitter B
96	Mechanical Contractors Association of Alberta – George E. Kienitz Scholarship	Michael Kendrick	Plumber and Gasfitter B
97	Mechanical Contractors Association of Alberta Scholarship	Wayne Cornelssen	Steamfitter-Pipefitter
98		Damien Verheyden	Steamfitter-Pipefitter
99	Medicine Hat Construction Association Scholarship	Clinton Parnell	Electrician
100	Merit Contractors Association Scholarship	Dean Bye	Electrician
101		Doug Pye	Glazier
102		Cody Ririe	Heavy Equipment Technician
103	PCL Industrial Constructors Inc. Scholarship	Shawn Barbon	Carpenter
104		Maureen Rosenfeldt	Steamfitter-Pipefitter
105		James Spencer	Steamfitter-Pipefitter
106		Alex Romeike	Carpenter
107		Alayna Dornbush	Welder
108	Plante, Nelson & Comfort Heating (1981) Ltd. Scholarship in Sheet Metal	Tyler Cozart	Sheet Metal Worker

2006 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

109	Red Deer Construction Association Scholarship	Humberto Chavez	Heavy Equipment Technician
110	Refrigeration and Air Conditioning Contractors Association of Alberta Scholarship	Jason F. Pike	Refrigeration & Air Conditioning Mechanic
111	S.E. Johnson Ltd. – Mechanical Contractors Scholarship	Justin Jackman	Plumber and Gasfitter B
112	Schendel Mechanical Contracting Ltd. Scholarship	Cameron Robb	Welder
113	Scotiabank Dealer Finance Centre Scholarship	Coltan Povey	Automotive Service Technician
114	Sheet Metal Contractors Association of Alberta Scholarship	Chad Stefura	Sheet Metal Worker
115	Sheet Metal Workers' International Association Local #8 Scholarship	Nathan Blackmore	Sheet Metal Worker
116	Sinclair Supply Ltd. Scholarship	Tyson Schaller	Plumber and Gasfitter B
117	Southland Transportation Ltd. Scholarship	Muhammad Ali Faraz	Heavy Equipment Technician
118	Spartan Controls Apprenticeship Award	Melissa M. Harasym	Instrumentation
119	Suncor Energy Inc., Oil Sands Scholarship	Julianne Bullock	Electrician
120		Craig Erichsen	Electrician
121		William Kutz	Electrician
122		Brent Kereluik	Instrument Technician
123	Supreme Steel Scholarship	Kevin Davidson	Ironworker
124		Bret Beddome	Welder
125		Bradley J. Harms	Welder
126	Syncrude Aboriginal Scholarship	Blair Rogers	Electrician
127	Syncrude Canada Ltd. Scholarship	Mark Smyth	Electrical Motor Systems Technician
128	The Botting Group of Companies Scholarship	Bradley Skog	Plumber and Gasfitter B
129	Thompson Family Foundation Scholarship	Sylvain Vanier	Carpenter
130	TIAA Insulator Scholarship	Karen Antoniak	Insulator
131	TransCanada Scholarship	Dustin Charlesworth	Automotive Service Technician
132	Trotter and Morton Scholarship	Scott Sawchuk	Electrician
133	U.A. Local #496/ Piping Industry Training Scholarship	Matthew Wentz	Plumber and Gasfitter B
134	United Association of Plumbers & Pipefitters Local #488 Scholarship	Matthew Kuperis	Refrigeration & Air Conditioning Mechanic
135	United Association of Plumbers & Pipefitters Local #488 Supplementary Benefit Trust Fund Scholarship	Ross D. Milko	Plumber and Gasfitter B
136	Waiward Steel Fabricators Ltd. Scholarship	Clayton Cable	Structural Steel and Plate Fitter
137		Darryl Magas	Welder
138		Ken Wohlgemuth	Welder
139	Wilf Duke Memorial Scholarship	Jonathan Lewis	Steamfitter-Pipefitter

2006 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

	Sponsor	Recipient	Trade
140	Apprenticeship and Industry Training Board Scholarship	Gene Isaac	Agricultural Equipment Technician
141		Darin Loewen	Agricultural Equipment Technician
142		Kyle Kuryluk	Auto Body Technician - Repairer
143		Gail MacLean	Auto Body Technician -Refinisher
144		Val-Lynn Carlisle	Automotive Service Technician
145		Dustin Ercse	Automotive Service Technician
146		My Lo Shane Forsyth	Automotive Service Technician
147		Robin Myles	Automotive Service Technician
148		Stephen Grundke	Automotive Service Technician
149		James Neilson	Cook
150		Matthew McKerrall	Electrical Motor Systems Technician
151		Joseph Cain	Electrician
152		Kyle Denyer	Electrician
153		Toni K. Forsyth	Electrician
154		Coryn Gill	Electrician
155		Paul Kniel	Electrician
156		Blaine Martin	Electrician
157		Chris McCord	Electrician
158		Scott Mele	Electrician
159		Kuan Yee	Electrician
160		Chrissy Prutton	Hairstylist
161		Christopher Morassut	Heavy Equipment Technician
162		Mark Arneson	Landscape Gardener
163		Sheryl Jones	Landscape Gardener
164		Susan Jones	Machinist
165		Michael Petruchik	Machinist
166		Andrew Simigan	Machinist
167		Dean D. Van	Machinist
168		Rod Holloway	Millwright
169		Conrad Lockhart	Millwright
170		Michael Johnson	Motorcycle Mechanic
171		Meghan Craig	Parts Technician
172		Richard Davis	Parts Technician
173		Colin Ebertz	Parts Technician
174		Ross Otterbein	Parts Technician
175		Dustin Franke	Plumber and Gasfitter B
176		Lance Taylor	Sheet Metal Worker
177		Timothy Clow	Steamfitter-Pipefitter

Alberta

Apprenticeship and
Industry Training